
The Race Equity Advisory Committee will hold this meeting in person,
in the City Hall Council Conference Room.
Attendance may be in person or the meeting is also accessible via the Zoom meeting platform.

[Click to Join the Zoom Meeting](#)

Telephone: 1-253-215-8782

Webinar ID: 977 5159 5218

Agenda

1. Call to Order/Roll Call – 6:00 PM

2. Approval of Agenda/Conflict of Interest Disclosure

- Accept or Modify July 8 Minutes
- Accept or Modify September 5 Agenda
- Conflict of Interest Disclosure
- Suquamish Ancestral Lands Acknowledgement

3. Public Comment – 6:05 PM

In person public comment is accepted at this time on any topic of public interest. Each commenter will have three minutes, or such amount as the meeting chair determines, to speak. Public comment is not taken on individual agenda items during the meeting. Public comment is simply received by the Race Equity Advisory Committee, with no response, and Race Equity Advisory Committee cannot deliberate on items that are not on the agenda. The lack of comment is not an endorsement or a denial of the comment.

Please refer to guidelines and instructions for public comment, including orderly behavior and civility in remarks ([LINK](#) to instructions). Remote public comment is allowed with advance notice by 4:00 p.m. on the business day before the meeting to cityadmin@bainbridgewa.gov, provided that all remote commenters shall be required to display their true name and to keep their camera turned on to show their true uncovered face while delivering their comments.

4. Appreciation for departing REAC member – 6:10

5. Presentation by Senior Center on expansion plans – 6:15

6. Presentation by COBI PCD on Draft Environmental Impact Statement – 6:30 PM

7. Planning for September 9 DEIS event with PCD – 7:00 PM

8. Equity & Inclusion Manager Report – 7:15 PM

- a. REAC budget
- b. Follow up on public comment procedures
- c. Farmers Market table – 9/28

9. Regular Business – 7:25 PM

- a. Pride Recap
- b. Possible repeat Bystander Training
- c. Indigenous People's Day
- d. Task Force Reports
 - a. Technology
 - b. Guiding Principles
 - c. Zero Emissions (maybe)
- e. City Council Meeting Report
- f. Report Out Items for Council
- g. Other Items

10. Good of the Order – 7:45 PM

11. Adjourn – 7:50 PM

**Race Equity Advisory Meeting
Regular Meeting Minutes
July 8, 2024**

CALL TO ORDER

Members present: Raul Camacho, Jing Fong, Olivia Hall, Caitlin Lombardi, Savanna Rovelstad

Liaisons present: Brenda Fantroy-Johnson, Jon Quitsland

Equity & Inclusion Manager present: Anshu Wahi

Excused: Lynn Beck, Renni Bispham, Eric Stahl

MOTIONS

Motion: I move to approve the revised June 6, 2024 minutes.

Caitlin/Jing: The motion was approved unanimously with one abstention.

Motion: I move to approve the July 8, 2024 agenda.

Caitlin/Jing: The motion was approved unanimously with one abstention.

PUBLIC COMMENT

There was no public comment submitted.

EQUITY & INCLUSION MANAGER REPORT

Possible COBI HR presentation on City hiring practices.

Anshu offered to invite Kate Brown, head of the city's HR department to explain the city's hiring process, other HR policies and practices, and how a race equity lens applies.

We agreed to have Kate come to the next REAC meeting, which will be Sept. 5. All advisory committees will not meet in August.

New public comment and agenda procedures.

NOTE: This discussion was prompted by an incident when a remote public commenter spewed hate speech during the June 8 REAC meeting.

There was an incident during public comment at a November city council meeting that prompted a revisiting of the public comment procedure. This procedure will now apply to advisory committees, too.

If a person wants to deliver public comment remotely, they must:

1. Notify a city administrator by email (cityadmin@bainbridge.gov) by 4 p.m. the previous day.
Their name will appear on a list before we start the meeting the next day.
2. Show their face
3. Display their true name.

If none of this happens, the commenter can be removed.

Anshu learned in a training that if someone registered for remote public comment beforehand, is showing their face, displaying a name, and delivering hate speech, they legally must be allowed to

speak. If they engage in hate speech, our options include cutting them off at the 3-minute mark and turning our backs. If the quorum is maintained, an individual(s) could leave the room.

City Attorney Jim Haney was consulted. A speaker can be interrupted only if the speaker uses “fighting words” —language where people fear for their physical safety—and they are using that language in person. The thinking is that when someone is using fighting words remotely, that threat can’t happen through a screen. Obviously, hate speech bears emotional trauma, yet it is part of free speech, which means we have to give them their three minutes.

Savanna commented that we, as human beings, can choose whether or not we want to participate. Legally, they're not hurting us through speech. But she doesn't think it's up to anybody else to judge whether we feel safe or not.

Anshu acknowledged that the discrepancy is that there's a very specific legal understanding of what risk to one's physical well-being means, and that can't be proved when somebody is not in the room with you. It's not saying that it's right. Sometimes these laws do not equate to the reality of the people that have to abide by them.

Brenda Fantroy-Johnson is trying to understand why would we allow them to continue for 3 minutes if they're saying hate speech, like how they hate Jews. Why wouldn't we cut them off?

Anshu said that under the advisement of the city attorney, it has to be fighting words to remove somebody.

Savanna questioned if hate speech doesn't qualify as violent or volatile language. Anshu responded that the bar is if the language is a threat to physical safety. With remote public comment, the person isn't in the room with you. They're not inciting a group of people to charge the room. She has the ability to remove them from the meeting only if they don't follow those rules (register before, show face and true name).

Anshu added that a lot of places have put these new rules in place, and there's been a reduction of hate speech during remote public comment. We can go back and ask our city attorney questions. The very same questions that Savanna is asking are what keeps being asked back over and over again because there is a recognition that this language causes emotional harm and causes trauma.

This may warrant a further discussion with the city attorney. What informs the decision that the city attorney gave us. Why are we using the definitions that the city attorney has given us? What are the roots of the law? And are there definitions that better apply to these situations? We, as a group, can decide not to allow any public comment. If we don't want to.

Brenda remembered when we were in lockdown and had all council meetings on Zoom. When those meetings were getting zoom bombed, the FBI got involved. It became a crime to do that. She doesn't know why we're following advice that says it's okay to listen to hate speech and wishes somebody would look into that.

Anshu responded that what happened during the REAC meeting is technically not a zoom bomb. Again, another good question for our city attorney.

Raul wasn't at the REAC meeting when the hate speech occurred and offered to review the recording. He commented that if the outcome is this group having to endure X number of minutes of really destructive public comment that is counter to the mission of this advisory group, he doesn't think that's a good outcome. We should carefully evaluate what the results are of the revised position and the revised rules—and if this continues to be an out a problem.

Anshu wondered if we should form a study group on this. Let's start with the code, then review the articles she will send to REAC. This affects all the advisory committees and city council. Maybe in September, we can come back and have a more substantive conversation.

Uniform city meeting agendas

City agendas are being streamlined to undergo a similar process and have a similar look. Anshu henceforth will create the agendas and share with REAC officers for feedback.

Human Services Funding Task Force

The City is looking for applicants to serve on the Human Services Funding Task Force. REAC members may apply. Please reach out to your networks. See the task force's website and application link.

The City uses a 2-year funding cycle to solicit proposals from local nonprofits seeking city funding for human services and activities that serve the residents. Members of the Human Services Funding Advisory Task Force annually review funding proposals and submits its recommendation to the City Council for its consideration and approval.

Anshu worked with Adam on language that focuses on equity for application criteria and questions. *How they are creating equity in community? Are they serving marginalized populations?* Deadline to apply to be a task force member is 4 p.m., July 31.

ZERO EMISSIONS TASK FORCE UPDATE

The REAC-CCAC joint task force on Zero Emissions examined CCAC's survey to residents and independent commercial landscapers and want to gain greater insights on response rate and demographics. Lynn, Raul, and Jing represent REAC. The joint task force meets again tomorrow. The goal is to make sure that the draft forwarded to council is equitable and it's not exploitive or harmful to the people who'll be affected, both landscapers, and residents.

REAC's advice is being sought on how to approach landscaping partner contractors and other groups of interest for direct input. Their opinions and experiences may not have been reflected in survey results. These insights will help inform COBI and the Council for drafting and approval of an ordinance and assist with outreach and education. There haven't been direct conversations with commercial landscapers who may be possibly impacted by this draft ordinance. One hurdle is that there's no formal landscapers association. Some independent commercial landscapers may not feel comfortable being approached by the City for a variety of reasons, like a negative experience with a government official, they don't a business license, or they are undocumented.

How do you approach this person respectfully and let them tell their own story? A conversation with a few high-level questions seems right. *What do you think about this proposal?* We also don't want to interrupt somebody's work, It should only take a 10 minutes.

Olivia offered that we pass on business cards and contact information for landscapers we know to the task force. Caitlin suggested an order sheet-sized flyer in English and Spanish that gives people an introduction to the effort and who they can contact to opt into conversation because we don't want to interrupt their work.

The goal is to give Blair recommendations in August or September. This date is flexible. The joint task force will work with Anshu, Ellen, and Adam.

TECHNOLOGY TASK FORCE UPDATE

Raul is looking at ways to trim down our SharePoint. He and Olivia recommend paring it down to three folders: minutes, projects, and archive. They want to clean it up so that it is easy to use and so that people can get to documents easily. Because of OPMA, everything we have has to be easily accessed.

Olivia will rewrite the REAC web page. Anshu will update REAC's website with Shannon's help. The work plan will inform most of the website. There will be a link for people to sign up if they want more information. This will activate the ListServe.

Raul volunteered to take a website course on content management for the City.

WORK PLAN UPDATE

Olivia presented REAC's work plan before the City Council. The Council had questions about how it was expected to implement the race equity lens tool kit. There is also some confusion around what it actually is, how it can be used, and where we are in the process. The work plan is on tomorrow's consent agenda.

Anshu explained that the lens is a series of questions that folks are supposed to ask themselves before making decisions, to make sure that what they are doing is racially equitable. She worked with the draft given to her from Renni and Olivia, largely based on GARE's recommendation for racial equity toolkits and lenses, and did further work on it with Scott Winn. The plan was for her and Autumn to pilot the lens, get feedback from city staff, and create a final version to present to Council. Autumn left and we're still looking for a new climate officer. Anshu just recently got the go ahead to just pilot her draft.

The lens is one way of doing the work now so that in 5, 10 years, you don't need such a formalized toolkit because we've shifted the way we think. You don't have to be a DEI person to do it. It's just the way we do things. The metaphor for this is how did we learn how to recycle. When we didn't have recycling, we had to be really intentional about it. We had to read things. We had to make mistakes and figure it out and go back to the drawing board and talk to other people.

Jon counseled that equity has to be addressed explicitly, consciously, throughout the Comprehensive Plan. We haven't really started to do this, but we have to do this, and the better we do it, the more credibility we have with Puget Sound Regional Council (PSRC). We need to build credibility because we're way behind in terms of getting the work done from an equity perspective. A draft is supposed to be done by the end of this calendar year. Blair wants to see it done at the 6 months point in 2025. "The more we can apply specific equity considerations to that preferred alternative design, the happier I will be."

Olivia reminded us that a year ago REAC fought to be on the committee that was working on the comprehensive plan to help give it an equity. We were voted down and acknowledge that Jon and Brenda did not vote against REAC being part of the Steering Committee.

In the absence of an August meeting, do you want to review a copy of the draft environmental impact statement.(200 pages) and at least take a look at the executive summary to see what's being laid out in terms of how to use this data?

Olivia shared that she would love for us to start thinking about a way to help the City implement this toolkit in a way that they start to start to be ingrained in equity. What she doesn't want is to say, "Here's the toolkit. Good luck." This is the start to operationalizing how we help Council use this toolkit in a way that is seamless.

Anshu added that Scott Winn has a lot of experience teaching governmental and nongovernmental organizations how to use the tool kit. It is part of Scott's follow-up work with REAC and the Council.. Eventually, we may have REAC working with Council on projects.

JUNETEENTH RECAP

Savanna shared that Juneteenth was a smashing success. Everyone had a good time! According to folks and vendors, there were a mass amount of people and vendors sold out of food, which suggests that we might need some more vendors next year. There were activities for all ages. A beautiful student dancer performance and some others printmaking. Akuyea Vargas did the keynote. Savanna led the panel discussion with Daryl Riley, Renni, and Olivia.

Thank you to BPA, the Moonlight Market, the Senior Center and all performers, volunteers and participants.

GUIDING PRINCIPLES DISCUSSION

Olivia shared that the Guiding Principles Task Force continue to work on a draft. The idea is that the these are more guiding ideas, rather than principles and are much broader than the existing set.

For example, Caitlin came up with an idea about “ ... fostering diversity and inclusion, with the holistic approach that recognizes indigenous and other people of color, have throughout history experienced exclusion from life on Bainbridge Island, and that discrimination is an ongoing challenge to a racially and diverse population.” Two other ideas are about all islanders having equitable access and mobility to community resources and that decisions are made with the smallest voices in mind.

Jon Quitsland shared his wisdom and knowledge of the Guiding Principles origins. It was suggested that this draft be presented first to the Planning Commission because it is by charter the custodian of the Comprehensive Plan. Jon also suggested to the Planning Commission that it undertake a careful study of the major elements of the existing comprehensive plan— where we are now, and identify things that need a fresh look, including how the Guiding Principles are stated. Only Sarah Blossom (former City Councilmember, now serving on Planning Commission) was around when we did the previous examination of the Comprehensive Plan.

Jing wondered why the Guiding Principles are stated below the City Council agenda. She's assuming that these are principles to guide Council's discussions while noting there are items on the agenda that are not specifically related to the Comp Plan. So why use Comp Plan guiding principles for the City Council?.

Jon explained that it hasn't always been that way. He thinks that former City Councilmember Ron Peltier led the charge that the Guiding Principles be out there in the open. The Comprehensive Plan is the guiding document for governance on the City Council. What gets lost is the fact that each of the guiding principles has policies attached to it within the Comprehensive Plan introduction. Some of those guiding policies have conspicuously not been acted upon. The introduction talks about what a comprehensive plan is supposed to be and you gain an understanding of how different it is from the municipal code. It is not enforceable but a foundation for enforceable regulations.

Jing shared that we've been looking at other city council's guiding principles for discussion. They don't have guiding principles like ours but they state a mission or a set of values that can be applied to anything. That's why she's confused about the Comp Plan's principles acting as the guiding principles for all Council business.

CITY COUNCIL MEETING REPORT

Olivia reported that there was shout-out to Juneteenth, a lively discussion about the City giving free pump-out service to boats, and a long discussion on the crematorium. Also, the City will now co-sponsor events by waiving building/grounds use and permit fees. The events include MLK Day, Juneteenth, July 3 & 4, Pride, Day of Preparedness, Halloween, Tree Lighting, and Indigenous People's Day. Also mentioned was that Mayor Joe Deets is on a campaign to save the beavers.

GOOD OF THE ORDER

There were no items discussed.

REPORT OUT ITEMS FOR COUNCIL

Liaisons Jon Quitsland and Brenda Fantroy-Johnson will report out that the REAC and CCAC joint task force has been meeting and collaborating on the proposed Zero Emissions ordinance and is exploring how to do outreach to landscapers and residents.

Meeting was adjourned at 7:25 p.m.



CONTEXT ANALYSIS MAP

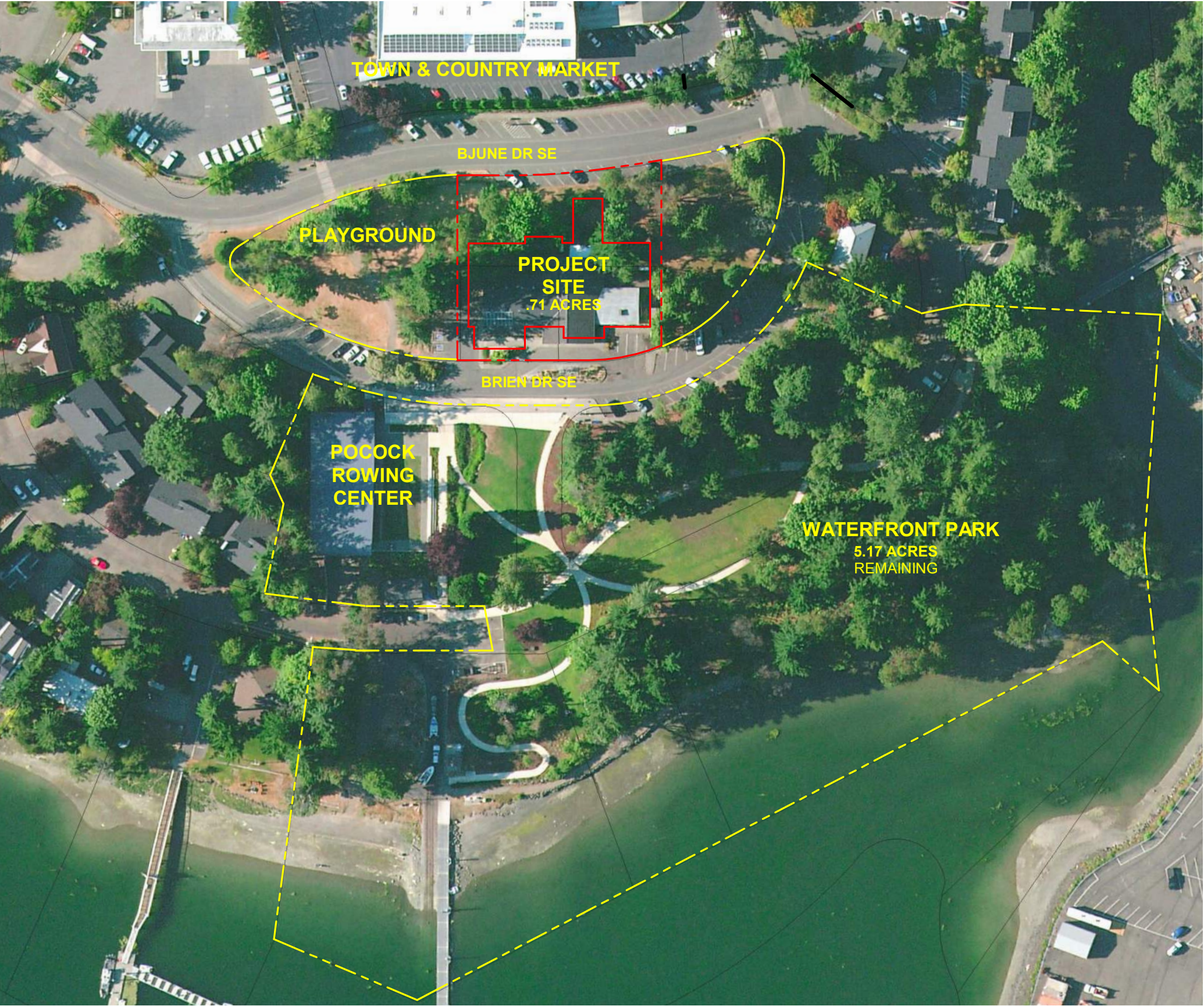
SCALE: NTS PRE-APP CONFERENCE 07.17.24



SITE AERIAL

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA

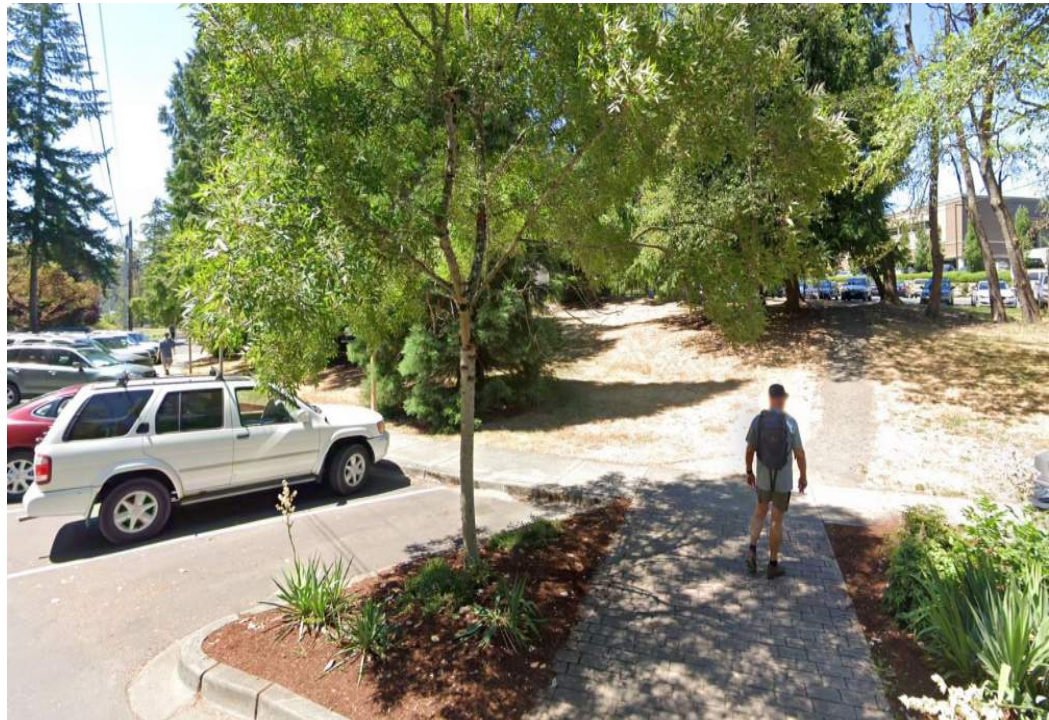


SITE WITHIN WATERFRONT PARK

SCALE: NTS PRE-APP CONFERENCE 07.17.24

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA



PROPERTY VIEWED FROM SOUTHEAST



EXISTING SENIOR CENTER FROM BRIEN DR SE



LOOKING SOUTH TO PARK FROM PLAYGROUND



VIEW OF PROPERTY FROM BJUNE DR SE



PROPERTY AND PLAYGROUND FROM BJUNE DR SE



PARK EAST OF PROPERTY, LOOKING NORTHWEST

SITE PHOTOS

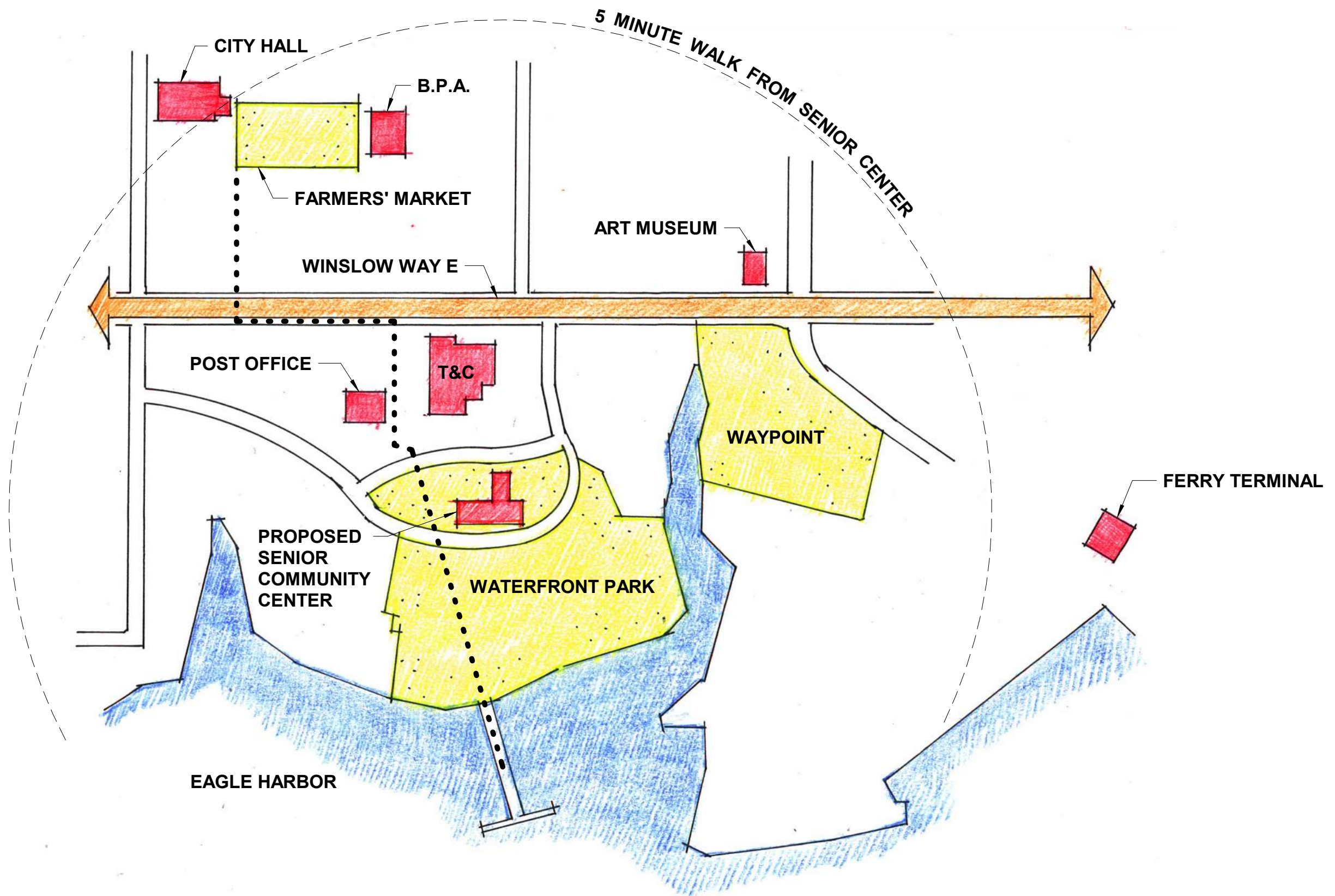
BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA

SCALE: NTS

PRE-APP CONFERENCE

07.17.24



TOWN TO WATER

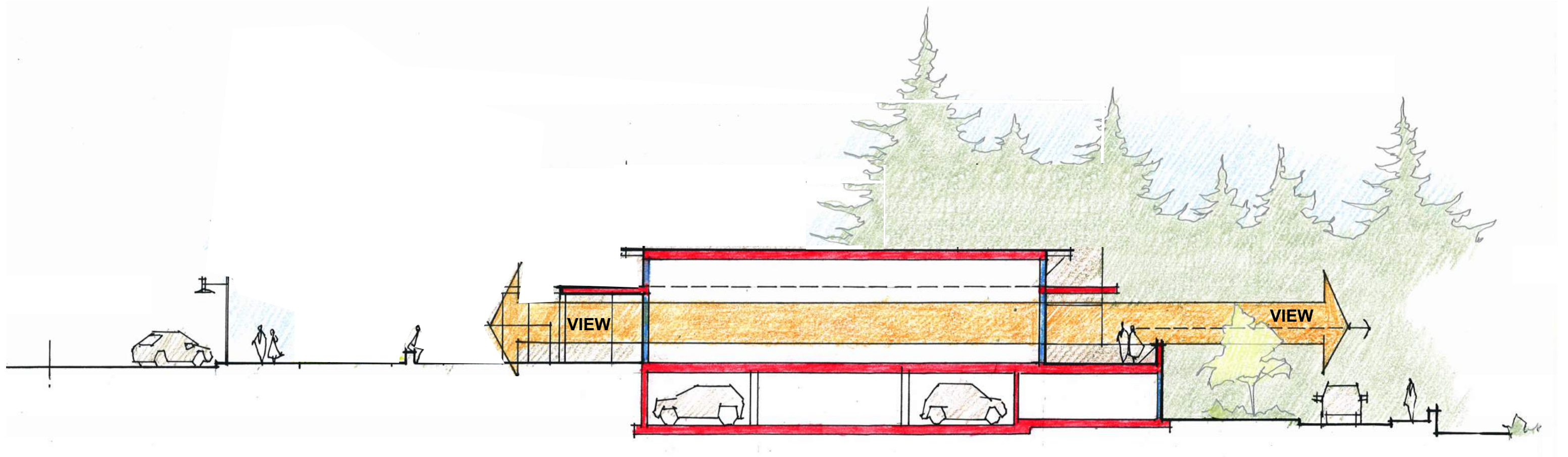
BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA

SCALE: NTS

PRE-APP CONFERENCE

07.17.24



SITE SECTION LOOKING EAST

SCALE: NTS

PRE-APP CONFERENCE

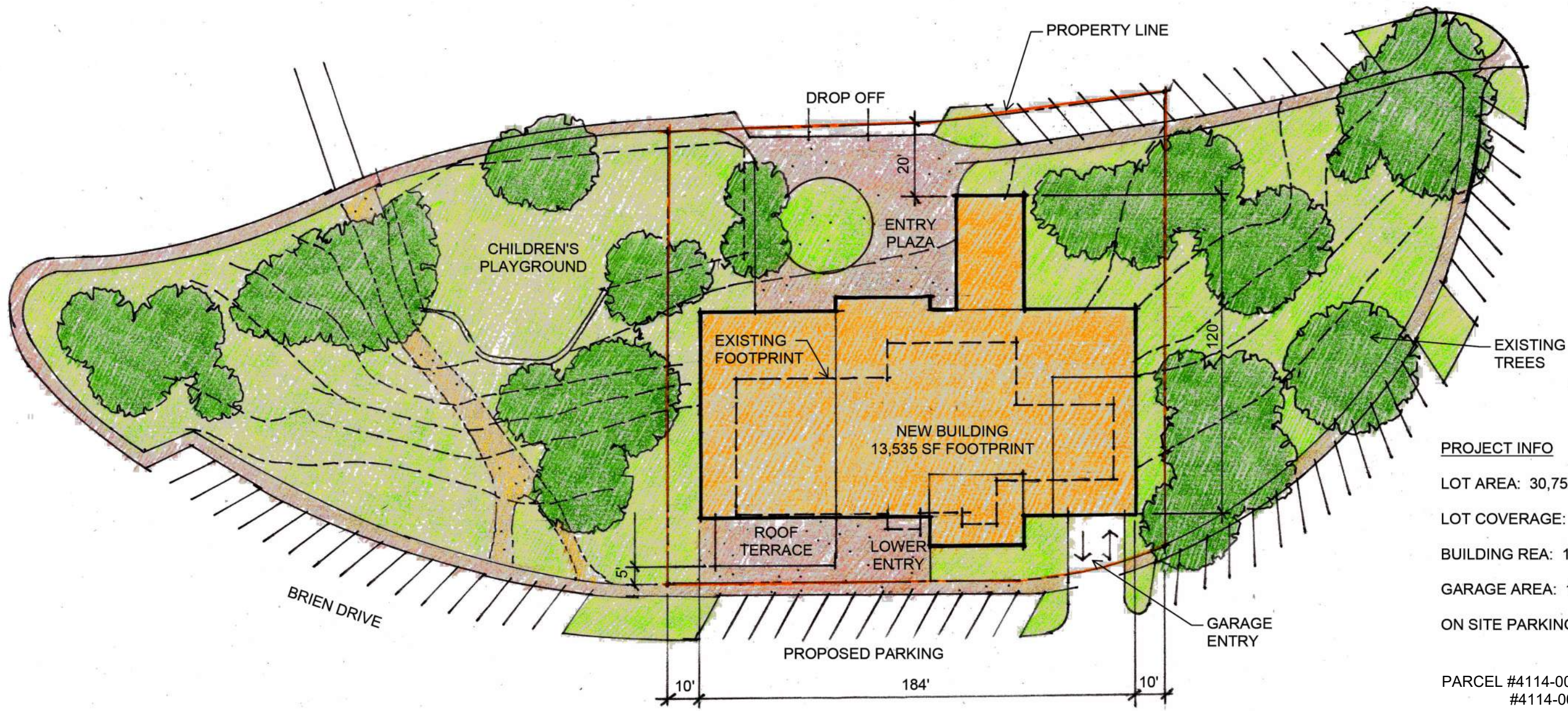
07.17.24

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA



WENZLAU ARCHITECTS



PROJECT INFO

LOT AREA: 30,752 SF

LOT COVERAGE: 45%

BUILDING REA: 17,220 SF

GARAGE AREA: 10,065 SF

ON SITE PARKING: 30 SPACES

PARCEL #4114-002-001-0000
 #4114-002-007-0004
 #4114-002-008-0003

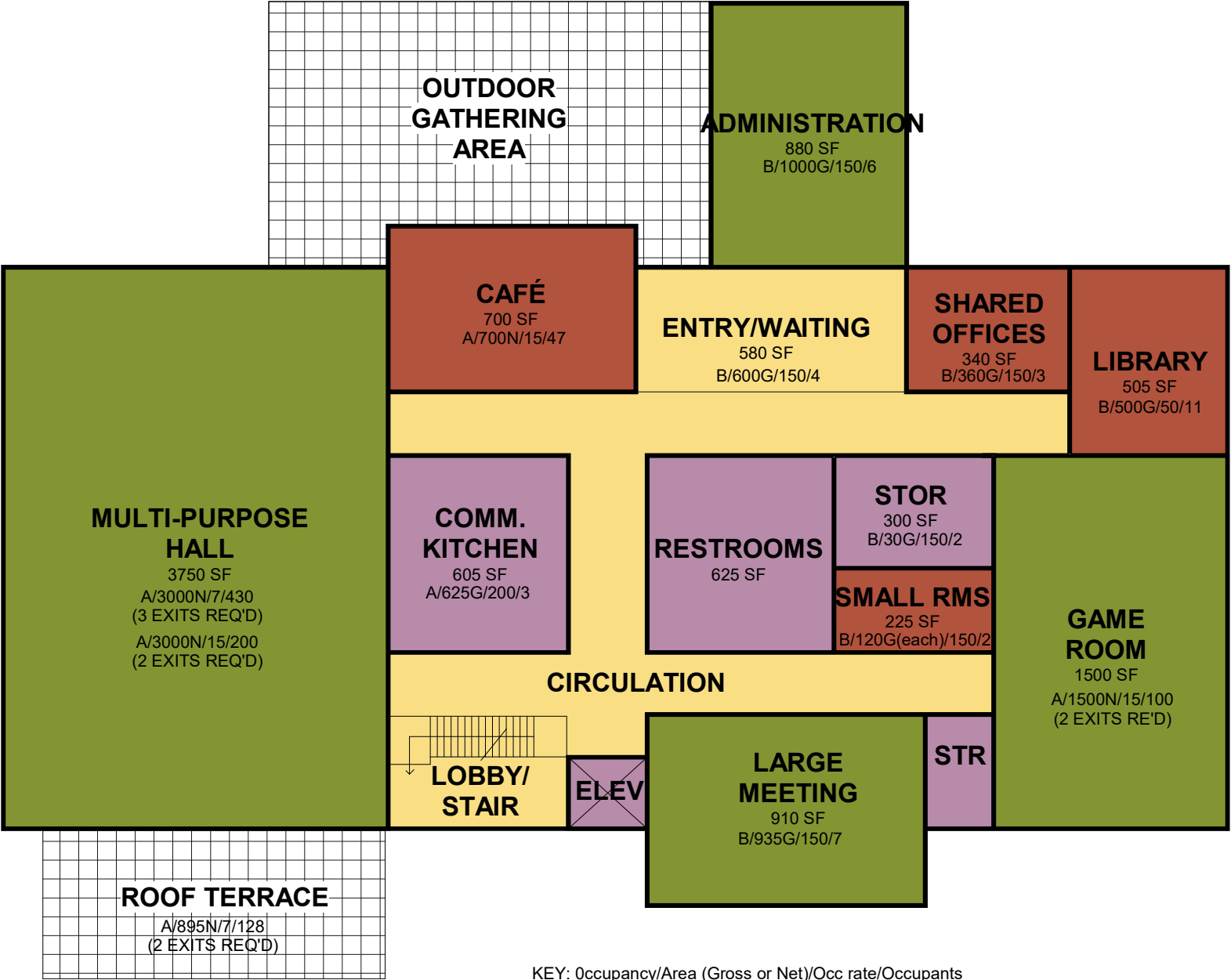
ZONING: MUTC / CORE

SITE PLAN

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER
 BAINBRIDGE ISLAND, WA

SCALE: 1" = 40' PRE-APP CONFERENCE 07.17.24

EXISTING BUILDING	7,725 SF
PROPOSED BUILDING	17,220 SF
GARAGE	10,065 SF



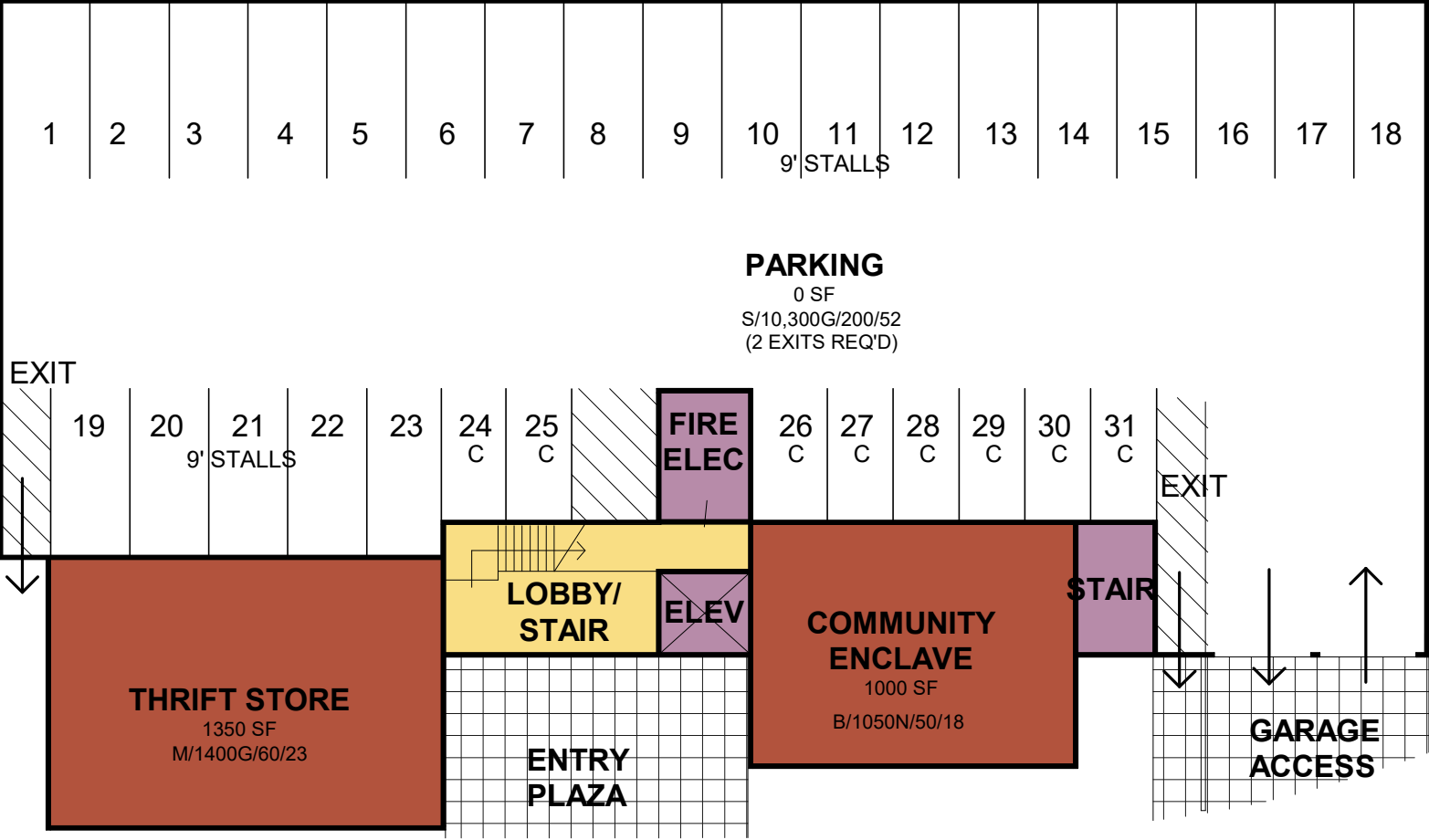
UPPER FLOOR PLAN

SCALE: NTS PRE-APP CONFERENCE 07.17.24

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA





KEY: 0occupancy/Area (Gross or Net)/Occ rate/Occupants



LOWER FLOOR PLAN

SCALE: NTS PRE-APP CONFERENCE 07.17.24

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA



SITE PLAN POST-BOUNDARY LINE ADJUSTMENT

SCALE: NTS

PRE-APP CONFERENCE

07.17.24

BAINBRIDGE ISLAND SENIOR COMMUNITY CENTER

BAINBRIDGE ISLAND, WA



WENZLAU ARCHITECTS

Race Equity Advisory Committee

Regular Meeting Schedule

- Meets the first Thursday of the month 6:00-7:00 pm (unless otherwise noted)
- Location: Council Conference Room

Recognition

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.

2024-2025 Focus Areas

- Respond to and initiate discussions with Council on recommendations for policy, actions, and community engagement as requested
- Meet regularly with Equity and Inclusion Manager, Police Chief, and City Manager
- Collaborate with Equity and Inclusion Manager on drafting and finalizing the Race Equity Lens for Council approval and adoption
- Encourage Council to apply Racial Equity Lens to policy decisions and guide them through the process
- Initiate and produce community engagement events such as focus groups, equity-based trainings, sack lunch discussion opportunities, and educational events
- Send recommendation to Council regarding revised Comprehensive Plan Guiding Principles with Race Equity Lens applied
- Continue to engage with youth, and consider options for youth engagement on REAC
- Draft a document outlining the responsibilities and protocols to execute those responsibilities of REAC
- Schedule and participate follow up meeting with Scott Winn. Topics could include case study discussion and clarified lanes
- Develop recommendation to update city code for who can serve on REAC to include business owners and those who have significant ties to the community

- Collaborate with the Climate Change Advisory Committee on making recommendations for the Zero Emissions Hand Tool ordinance
- Continue to advise on community engagement efforts for the Comprehensive Plan and Winslow Sub Area Plan

2023 Impact

As part of our responsibilities as a City Committee, we are required to present our accomplishments each year.

- Helped create job description, criteria, and served on interview committee for COBI's first Equity and Inclusion Manager
- Organized Council/REAC workshops with Scott Winn to come closer to shared understanding and vocabulary around race equity
- Consulted on race equity implications of COBI's Uncrewed Aerial Systems Memorandum of Understanding
- Staffed Farmers Market Info Booth
- Helped plan and support Indigenous Peoples Day Celebration, MLK Day Celebration, and Juneteenth Celebration
- Devised, promoted, and co-coordinated inaugural BI Reads for Justice programming and activities
- Drafted COBI's first draft of Racial Equity Lens for application in city related decision-making
- Provided recommendation to City Council for zero emissions hand tools ordinance
- Assisted in the development of equity-focused questions for and participated in Planning Commission interview panels
- Appointed to affordable housing RFP review panel
- Provided recommendations for the Ted Spearman Justice Center, including hard changes to align with ADA requirements and general cultural competency.
- Drafted the COBI naming convention process for public facilities
- Served on the Public Art Selection Committee for the Ted Spearman Justice Center
- Gave input and guidance for Winslow Sub Area Plan outreach and engagement process
- Met regularly with the City Manager and Chief of Police
- Submitted recommendation to Council on community response to affordable housing project at 625 Winslow
- Organized Bystander Training attended by over 65 community members
- Attend the GARE conference online
- Engaged with BIHS youth groups
- Completed listening sessions with community leaders
- Responded to community instances of racism and bias both publicly and personally

If you would like to submit a request to present at an upcoming REAC meeting, please fill out this form. [\[INLINE LINK HERE\]](#)

Purpose

Establishment

and

Purpose

A. This chapter establishes a standing race equity advisory committee, hereinafter called the “committee,” to provide informed recommendations to the city council on programmatic, community, and legislative options to address and rectify systemic and structural racism and bias within government and law enforcement.

B. Working for racial equity benefits everyone. Deeply radicalized systems are costly and depress outcomes and life chances for all groups. The goal of the committee is not to just eliminate the gap between white people and people of color, but to increase the success for all groups. While strategies to achieve racial equity may target the needs of a particular group, racial equity develops goals and outcomes that will result in improvements for all groups. Systems that are failing communities of color are actually failing all of us.

Membership

and

Qualifications

A. The committee shall consist of a maximum of nine members who shall be appointed by the mayor and confirmed by a vote of the city council.

B. The committee shall consist of Bainbridge Island residents with experience in or a commitment to ensuring and promoting the committee’s purpose as set forth above.

C. Members shall serve for three-year terms, except that the existing members of the Race Equity Task Force shall assume office and become the initial members of the committee as set forth in Ordinance No. 2020-23, and the positions on the committee shall be staggered as follows: (1) the terms of Positions 1, 2, and 3 shall expire on June 30, 2023; (2) the terms of Positions 4, 5, and 6 shall expire on June 30, 2022; and (3) the terms of existing Position 7, as well as new Positions 8 and 9, shall expire on June 30, 2024. Following the initial terms for the nine positions, the terms shall commence on July 1 and end on June 30 three years later, based on the staggering as above described.

D. Upon expiration of their term, a member may be reappointed to the committee for a new term; provided that no member may serve more than three consecutive terms unless the city council determines either that their special expertise is required or there are no other qualified applicants. Upon expiration of their term, members shall continue to hold office until their successor has been deemed qualified and been appointed.

E. Members shall not be employees or officers of the city. Members shall not be appointed to another city advisory group, except for specialized advisory groups of limited duration.

F. Members shall serve without compensation.

G. Members shall sign a conflict of interest statement in accordance with the city's code of conduct and ethics program upon appointment and any reappointment.

Vacancies

—

Removal

In the event of a vacancy, the mayor, subject to confirmation of the city council, shall make an appointment to fill the unexpired portion of the term of the vacated position in accordance with the city's appointment cycle. The removal and resignation of members shall be governed by Chapter 2.01 BIMC.

Duties

and

Responsibilities

A. The Committee shall have the following duties and responsibilities:

1. As directed by the city council, serve as a technical and planning advisory committee to the city council on issues related to racism and race-related bias.

2. As directed by the city council, assist the city in implementing racial equity-related goals and policies as expeditiously as committee and city resources allow.

3. As directed by the city council, provide advice or recommendations to the city council, as appropriate, on methods of completing a baseline city government and police department equity assessment of policies, staffing, contracting, and decision-making.

4. As directed by the city council, assist with or manage the completion of a baseline city government and police department equity assessment of policies and procedures.

5. Recommend to the city council a racial equity action plan and implementation strategy.

6. Provide advice or recommendations to the city council, as appropriate, on how to measure progress toward implementing the city's racial equity action plan.

7. As directed by the city council, assist the city with participation in regional racial equity efforts.

8. Provide education and outreach to the public regarding racial equity and the work of the committee and the city relating to racial equity.

B. Annually provide a report to the city council on committee work completed within the last year and obtain the city council's approval of a work plan for work to be performed by the committee in the following year.

Meetings,

Officers,

Records,

and

Quorum

A. All meetings of the committee shall be open to the public and held in accordance with the Open Public Meetings Act, Chapter 42.30 RCW. The committee shall establish a regular meeting schedule and announce the specific day and time each month that the committee will conduct its regular meeting(s). The committee may schedule special meetings as necessary to conduct the business of the committee.

B. A majority of the members then serving on the committee shall constitute a quorum.

C. The committee shall annually in July elect from among its members either a chair or one or more co-chairs. The committee shall also annually in July elect from among its members a secretary. Once

elected, the chair or co-chairs and the secretary shall each serve a one-year term. Demotion of a chairperson or the secretary shall be governed by Chapter 2.01 BIMC.

D. For meetings consisting of a majority of the then serving members of the committee, the committee shall provide public notice of the meeting and shall keep a record of its meeting minutes. Minutes of each meeting, including a record of attendance, shall be prepared by the secretary and approved and signed at a subsequent meeting. The minutes do not need to reflect the actual discussion, but only the formal actions taken by the committee. The approved meeting minutes shall be posted on the city's website.

E. The city shall provide city email accounts to committee members and related training on the use of email accounts, including personal computer privacy expectations, while serving on the committee.

Scope of Work

- 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.
- Advisory Committee will invite the Government Alliance on Race and Equity (GARE) and the People's Institute Northwest to first come and meet with the advisory committee and then we will have a study session discussion.
- Advisory Committee 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.

Mission Statement

The Bainbridge Island Race Equity Advisory Committee 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.

Vision Statement

The Bainbridge Island Race Equity Advisory Committee envisions a society where all systems (e.g. education, criminal justice, health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people and strive for a healthy and prosperous community that promotes all people having equitable access and opportunity.

Purpose

The purpose of the Advisory Committee is to provide advice and counsel to the City Council on matters of identifying programmatic, community and legislative options and to seek suggestions on how the City can help Bainbridge Island to be an open and welcoming community for all.