
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. Housekeeping

- Accept or Modify September 5 Minutes
- Accept or Modify October 3 Agenda
- Conflict of Interest Disclosure
- REAC Code of Conduct
- Suquamish Ancestral Land Acknowledgement

3. Public Comment – 6:10 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. Equity & Inclusion Manager Report – 6:15 PM

- a. Indigenous People’s Day
- b. Racial Equity Lens update
- c. Youth involvement
- d. BIPD opportunities

5. DEIS debrief and next steps – 6:20 PM

6. Report Out CAC Chairs/Liaisons Oct 1 meeting – 6:50 PM

7. Regular Business – 7:00 PM

- a. Possible repeat Bystander Training
- b. Task Force Reports
 - i. Technology
 - 1. SharePoint
 - ii. Zero Emissions
- c. City Council Meeting Report
- d. Report Out Items for Council
- e. Other Items
 - i. REAC membership, participation, and responsibilities

8. Good of the Order – 7:25 PM

9. Adjourn – 7:30 PM

Race Equity Advisory Committee
Regular Meeting Minutes
September 5, 2024

CALL TO ORDER

Members present: Renni Bispham, Raul Camacho, Jing Fong, Olivia Hall, Savanna Rovelstad, Eric Stahl

Liaisons present: Brenda Fantroy-Johnson, Jon Quitslund

Equity & Inclusion Manager present: Anshu Wahi

Excused: Lynn Beck, Caitlin Lombardi

MOTIONS

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

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

Motion: I move to approve the September 5, 2024 agenda.

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

Motion: I move to table the Pride recap, Bystander Training, Task Force Reports, and City Council Report agenda items.

Renni/Olivia: The motion was approved unanimously.

PUBLIC COMMENT

There was no public comment submitted.

APPRECIATION FOR DEPARTING REAC MEMBER

Savanna Rovelstad was honored and celebrated. She has been with REAC since the beginning, having first served with the Race Equity Task Force. Her voice and commitment to race equity will be greatly missed.

PRESENTATION BY SENIOR CENTER ON EXPANSION PLANS

- Bainbridge Island Senior Community Center (BISCC) executive director Reed Price presented its plans for an expanded facility. Reed has been the director since 2017. Thank you, Reed!
- The idea for a bigger senior center was conceived in 2007 when 49% of the Island was 50 years and older, and 27% of the Island was 65-plus. In 2017, BISCC took over programming from the Parks Dept. Membership has grown from 800 to over 2,000 in the past eight years. There are over 60 programs, and the building is bursting at the seams.
- Architect Charlie Wenzlau has been working with BISCC and other community organizations, such as Helpline, Island Volunteer Caregivers, and Bainbridge Youth Services, to design a facility that can deliver the programs and services needed by the community. The proposed space would triple the size of the current building, increasing from 7k to 17k square feet, excluding a 30-space garage.

- BISCC is seeking input on how the new center, located in the heart of Winslow, can be more accessible and welcoming, with features like ADA-compliant doors, accommodations for visually and hearing impairments, nongendered bathrooms.
- BISCC is located on city-owned property. Its proposed plans want to ensure the City that there is adequate space to build senior and/or affordable housing. Note that BISCC's plans do not include housing. There is room on the City lots for the existing playground, two new buildings to house BISCC, and housing.
- More community groups, such as Bainbridge Prepares and Kitsap Community Health, could be part of the community center, reinforcing that the Senior/Community Center is not just a place where old people hang out.
- Timeline:
2026—a fundraising campaign
2027—build
2028 —new building open!

PRESENTATION BY COBI PLANNING DEPARTMENT ON DRAFT ENVIRONMENTAL IMPACT STATEMENT

- COBI Planning Manager HB Harper and Senior Planner Jennifer Sutton presented detailed information on the Draft Environmental Impact Statement (DEIS). They also offered support to REAC on structuring the conversation for the September 9th REAC event.
- The DEIS is designed to inform Council's decision-making process for updating the comprehensive plan. It's a complex document, and it's important to engage the community and get their candid input.
- Suggestion: Dedicate one hour to building shared knowledge and gathering feedback.
- Two-hour pop-up events are organized to facilitate in-depth conversations about your neighborhood and about land-use.
- The purpose of the DEIS open houses is to identify any errors or omissions in the 600-page document and gauge public's preference for one of three alternatives.
 - o Alternative 1: Basically, no changes.
 - o Alternative 2: Dense Centers (Go Up). Boundaries not changed.
 - o Alternative 3: Distributed Density (Up and Out). Some boundaries changed.
 NOTE: Alternatives 2 and 3 increase density. The alternatives look twenty years out to 2044.
- Raul said that he was glad that utilities were addressed, but did not see telecommunications mentioned. Internet access is a huge equity issue and gets amplified with growth.

PLANNING FOR SEPT. 9 DEIS EVENT HOSTED BY REAC

The committee discussed the format and logistics for the DEIS event at Bainbridge Performing Arts (BPA). Discussions included assigning roles for welcoming and describing the event, room setup, methods for collecting comments (e.g., Mentimeter), and what visuals would be presented. Consideration will be given to small group discussions to encourage engagement.

EQUITY & INCLUSION MANAGER REPORT

- REAC budget. The City has not yet approved budgets, and there have been cuts in all departments. Before Anshu was hired, REAC had its own budget, but the remaining \$12,000 will carry over and now be included in Anshu's department budget. Once that is spent, funds for REAC activities will still be available and managed by Anshu.

- Follow-up on public comment. City Attorney Jim Haney will schedule meetings with all advisory committee chairs in September and October to address questions about public comment. We can also use this time to challenge the current policy. Renni and Olivia, REAC co-chairs will attend. Eric asked to participate, as well.
- Farmer's Market. REAC is signed up to table on Sat. Sept 28. Olivia can work early shift and Eric is a maybe.

GOOD OF THE ORDER

- Olivia reminded the group that as individuals we can endorse candidates, but as individuals serving on REAC, we cannot endorse candidates.
- The North Kitsap Latino Festival will take place from 12-7 p.m., Saturday, Sept. 14 at North Kitsap High School. It's supported by the North Kitsap School District and serves as a community healing opportunity following past challenges and harm.
- The City Volunteer Appreciation Event at the Rowing Center was a success!
- The City is collaborating with Design Local on local art experiences. REAC folks, please fill out the survey, which will be open a few more days. Anshu will send the link.
- There will be a ceremony to celebrate the art piece "Peers" at the Ted Spearman Justice Center from 12:30 p.m. to 2 p.m., Friday, Sept. 27.
- Plans are underway for a reception in October to commemorate the installation of a Welcome Pole at the 305 Sound to Olympics Trail.

REPORT OUT ITEMS FOR COUNCIL

REAC is hosting a gathering on Monday, Sept. 9 at BPA, where attendees can learn about the Draft Environmental Impact Statement (DESI), ask questions, and share their thoughts on what's important to them as we plan for the island's future.

ADJOURNMENT

The meeting was adjourned at 8:04 p.m.



Race Equity Advisory Committee Code of Conduct

The Bainbridge Island Race Equity Advisory Committee encourages community attendance and participation. We are committed to providing a safe environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and inclusion and to conduct themselves in a manner consistent with these values. Please be prepared to participate in courageous conversation. Stay engaged. Agree to experience discomfort. Feel welcome to speak your truth. Expect and accept non-closure.

The Race Equity Advisory Committee has assigned two designees as the first point of contact for anyone who thinks that they have experienced discrimination, harassing or otherwise unacceptable behavior during this meeting. Please contact a designee if you have any concerns.

Today's designees are the REAC Co-chairs.



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PLACE OF THE CLEAR SALT WATER

LAND ACKNOWLEDGEMENT STATEMENT

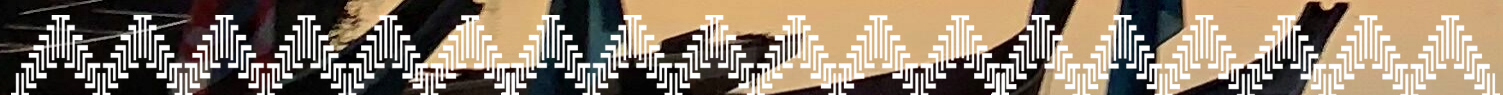
“Every part of this soil is sacred in the estimation of my people. Every hillside, every valley, every plain and grove, has been hallowed by some sad or happy event in days long vanished.”

Chief Seattle 1854

We would like to begin by acknowledging that the land on which we gather is within the ancestral territory of the suq̓wəbš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq̓wəbš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq̓wəbš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



SUQUAMISH TRIBE





Public Comment

Members of the public are encouraged to submit public comment to the City Advisory Committees. Interested parties may provide comment by:

- Emailing the [committee members](#). This comment may be submitted at any time.
- Providing in-person comment at a meeting.
- Providing comment at a meeting via Zoom, in accordance with the advance notice and camera requirements.

Members of the public who wish to provide public comment in-person at a meeting should sign up to speak on the sign-in sheet. The Chair will call the people signed up on the sign-in sheet, and speakers will have three minutes (or such other time set by the Chair) to speak. The Chair or a designee will indicate when the time has elapsed.

Remote public comment is allowed with advance notice to the City by 4:00 p.m. on the business day before the meeting at 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.

Guidelines for public comment are below. These guidelines were established for and approved by the City Council and also apply to all advisory boards, committees and commissions of the City Council.

Excerpts from the Governance Manual regarding public comment:

5.6 Respect and Decorum

It is the duty of the Presiding Officer and Councilmembers to maintain dignity and respect for their offices, City staff, and the public. While the Council is in session, the Councilmembers shall preserve civility, order and decorum. No member of the public shall, by conversation or otherwise, delay, disrupt, or interrupt the proceedings of the Council, nor engage in any of the prohibited behavior described below. Councilmembers and the public shall obey the proper orders of the Presiding Officer of the meeting.

5.6.1 Orderly Behavior and Civility in Remarks

Any person disrupting the business of the Council, either while addressing the Council or attending the proceedings, shall be asked to leave, or be removed from the meeting. Continued disruptions may result in a point of order by the Presiding Officer or a Councilmember pursuant to the Council's parliamentary rules, or a recess, forced removal, or adjournment as described elsewhere in this manual. Disruptive behavior includes, but is not limited to, the following:

- a) Speaking without being recognized by the Presiding Officer.
- b) Continuing to speak after the allotted time has expired.

- c) Speaking on an item at a time not designated for discussion by the public of that item, such as speaking on a quasi-judicial item at a time other than during a public hearing or closed record proceeding on the matter.
- d) Throwing objects.
- e) Speaking on an issue that is not a public topic, in violation of Section 9.12.2.
- f) Speaking in favor of or in opposition to a ballot proposition or a candidate for public office, provided, that public comment is allowed when the City Council is considering taking a collective position in favor of or in opposition to a ballot proposition as authorized in RCW 42.17A.555.
- g) Impersonating a City Councilmember or a member of the City staff.
- h) Shouting or otherwise engaging in loud or boisterous behavior.
- i) Continuing to make repetitive remarks after being requested not to do so by the Presiding Officer or a majority of the City Council.
- j) Attempting to engage the audience rather than the Council, e.g., asking audience members to stand, clap, boo or otherwise express collective support or opposition to any matter.
- k) Booing, hissing, or otherwise disrupting the comments of another speaker.
- l) Using racial slurs or other slurs directed at the color, creed, religion, ancestry, gender, sexual orientation, gender expression or identity, national origin, citizenship or immigration status, or mental, physical, or sensory disability of any individual or group, under circumstances where such words constitute “fighting words” under constitutional law.
- m) Refusing to modify conduct after being advised by the Presiding Officer that the conduct is disrupting the meeting or disobeying any other lawful order of the Presiding Officer or a majority of the City Council.

5.6.2 Permission Required to Address the Council

Persons other than Councilmembers and Administration shall be permitted to address the Council only upon recognition and introduction by the Presiding Officer of the meeting.

9.12.2 Subjects – Whether or Not on the Current Agenda

Public comments received during the public comment period may be on any public topic, whether or not on the agenda, but a comment on the subject that is covered by a public hearing at that meeting must be made during the period of the public hearing. All public comments shall be made consistent with Section 5.6.

9.12.3 Use of Microphones

Comments shall be made directly into the microphone, as it is necessary for the public record and for the audience to hear all proceedings. No comments shall be made from any other location.

FREE EVENT

Everyone Welcome!

BAINBRIDGE ISLAND

ANNUAL INDIGENOUS PEOPLES DAY CELEBRATION

MONDAY - OCTOBER 14, 2024

WOODWARD MIDDLE SCHOOL
(COMMONS/GYMNASIUM)
9125 SPORTSMAN CLUB RD NE

3:30PM

WELCOME

Amii Thompson, BISD Superintendent
Denita Holmes, Suquamish Tribal Council

LAND ACKNOWLEDGMENT

xalilc Elementary 1st Graders Video

INDIGENOUS PEOPLES DAY RESOLUTION READING

BHS EMSA William Chin & Eliza Jones

4:00 PM

PRESENTATION BY:

Toni Jones, Nooksack

Chasity Malatesta, MAC Co-Chair

"Honoring the Courage and Wisdom of the *Ethnic
Minority Coalition* and the Contributors to *They Cast
A Long Shadow*" and Those Who Have Come Before Us

PERFORMANCE

Grupo Bayano Caribbean Music & Dance Group

5:30PM

SCREENING:

"Honor Thy Mother" film with Q&A following

VENDORS

Ribbon skirts, jewelry, cedar hats, weaving and
"Honor Thy Mother" DVDs and sweatshirts

FOOD & DRINK

Price Fry Bread Tacos

Islandwood Cookies and Lemonade



BROUGHT TO YOU IN PARTNERSHIP BY:



Dear City Council,

The Race Equity Advisory Committee (REAC) is writing to fulfill our charge of advising the City Council on equity matters. We've noted some concerns regarding how the Council's recent comments about the Draft Environmental Impact Statement (DEIS) align with your equity training.

The sentiment of the September 10 Council meeting item about the DEIS was that of “grave concerns” around the increase in capacity in Alternative 2 and 3. Your concerns varied but were primarily focused on a mischaracterized 44% population increase. We'd like to clarify that this figure represents a planned capacity increase, not a projected population growth. **This increased capacity is critical to meaningfully increase diverse housing options on the Island.**

The DEIS clearly outlines that to make Bainbridge Island more accessible to middle and low-income residents, we must plan to grow at a rate that accommodates both those income levels and higher-income homes that are most likely to be built whether we zone for them or not. Though 44% does seem somewhat extreme, it is only an increase in capacity, not a confirmed increase in population. **REAC firmly believes that creating growth opportunities sends a clear message and demonstrates a genuine commitment to diversifying both housing options and the population of Bainbridge Island. Some comments made during the Council meeting, however, gave the troubling impression that the Council may not fully support equity on the Island.**

Council has consistently committed to valuing racial equity and applying an equity lens to their decision-making. However, it appears that the equity concepts we learned and discussed during our meetings with Scott Winn were not applied when initial reactions to the DEIS were voiced. Embracing growth (rather than fearing it) prioritizes those most in need of housing. It is a more effective strategy for ensuring that Bainbridge Island can support housing for communities of all races, ethnicities, ages, abilities, and economic backgrounds, which would align with multiple Council Priorities for 2024-2025, including “Affordable Housing” and “Equity Lens.”

There are Bainbridge Islanders who support the growth of the island. At the September 9 Race Equity Advisory DEIS event, community members expressed enthusiasm for growth that fosters a more welcoming, diverse, and equitable Bainbridge Island. One attendee said *“Growth is good. We need to plan for the forms of growth that will achieve a more diverse community”* and another was quoted as saying *“I am open, maybe even excited, about growth that accommodates a broad spectrum of folks and more affordable options; would love to see more young families, services workers, more racial and ethnic diversity, more young people, people who work here on the island – bus drivers, store clerks, teachers, dental hygienists, etc. -- should be able to live here.”* These sentiments were not outliers but a consistent refrain voiced throughout the event and within our communities. In addition to this letter, you will find transcribed notes from exercises during the event.

Our community members see growth as an opportunity to create a more vibrant, diverse, and welcoming place. When the Council assumes that increasing growth is not what the community wants, it once again ignores those voices that have historically been silenced. Hopefully, enough work with REAC has helped you recognize that city-sanctioned comment periods, often do not capture the voices of those historically left out of vital and impactful conversations such as these.

As REAC, we would like to offer our support to Council in this process going forward and ask simply, **what can we do to help apply an equity lens to your decision-making process around the selection of a preferred alternative?** We aim to reach a mutual understanding and a collaborative solution that ensures the voices of those who are currently unheard are included in this important decision. In addition to our support, we would like to formally ask that you use the proposed Draft Equity Lens (attached) **before** you decide on a recommended alternative. **REAC is ready to assist you at any time. We are committed to supporting an equitable outcome of this process.**

Finally, when having these conversations amongst yourselves, remember this:

Achieving equity for the most marginalized does not diminish the lives of the privileged. Instead, it enhances the quality of life for everyone in the community, even if it means embracing change. This improved quality of life may look different to some people, but it will benefit all.

We look forward to collaborating with you on this crucial matter.

Sincerely,
The Race Equity Advisory Committee

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

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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.