



Race Equity Advisory Committee
Regular Meeting
Thursday, November 7, 2024
6:00 PM
Chamber Conference Room, City Hall
280 Madison Ave N
Bainbridge Island, WA 98110

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 October 3 Minutes
- Accept or Modify November 7 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. The Election and REAC – 6:15 PM
 - a) What might the election results mean for REAC’s workplan?
5. Equity and Inclusion Manager Report – 6:45 PM
 - a) Racial Equity Toolkit update
 - b) Committee use of text and personal phones for communication
 - c) December and January REAC meetings
6. DEIS update and next steps – 6:50 PM
7. Regular Business – 7:00 PM
 - a) Possible repeat Bystander Training update
 - b) Task Force Reports
 - i. Zero Emissions landscaping tools
 - ii. Guiding Principles
 - 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 – 7:20 PM
9. Adjourn – 7:30 PM

COBI Race Equity Advisory Committee Meeting Minutes
Thursday, October 3, 2024

1. Call to Order /Roll Call/Report Out Summary

Co-chair Olivia Hall called the meeting to order at 6 pm at City Hall and on the Zoom webinar

Members present: Lynn Beck, Renni Bispham (arrived 6:30 pm), Jing Fong, Olivia Hall, Caitlin Lombardi, Eric Stahl

Council Liaisons: Jon Quitslund

Excused: Raul Camacho, Liaison Brenda Fantroy-Johnson

Also present: E&I Manager Anshu Wahi

Report Out Matters

- Motion and letter regarding REAC's recommendations on Comprehensive Plan Draft EIS
- Report on CAC Chairs/Liaisons Oct 1 meeting with City attorney

2. Housekeeping

- Motion to accept September 5, 2024 minutes (Stahl). Approved 5-0.
- No modifications to the agenda were proposed. Motion to accept the agenda (Beck). Approved 5-0.
- There were no conflicts of interest disclosed

3. Public Comment

There was no public comment.

4. Equity & Inclusion Manager Report

a. *Indigenous People's Day*: The event is scheduled for October 14, 2024 at Woodward Middle School.

b. *Racial Equity Lens update*: The City is conducting outreach and a survey in connection with a potential city utility rate increase, adopting a version of the race equity lens/outreach process used in connection with the Comprehensive Plan draft EIS.

c. *Youth involvement*: E&I Manager Wahi is scheduled to speak to high school students over the next three Tuesdays regarding youth involvement in local government, including a potential youth liaison program early next year. Jing, Olivia and

Kate reported they are meeting with the BHS Global Health Club to encourage public comment and participation.

d. *BIPD opportunities*: E&I Manager Wahi reported on an opportunity to participate in the hiring process for new police officers through the Public Safety Training organization. Renni expressed interest in participating.

5. DEIS debrief and next steps

Olivia reported on the ongoing Comprehensive Plan Draft Environmental Impact Statement, and on City Council discussion regarding the proposed alternative scenarios and their impact on the City's capacity to provide affordable housing and to reach state-required housing targets. Olivia asked for input on a draft letter to the City Council asking it to apply an equity lens and to commit to capacity scenarios that would realistically meet the City's affordable housing needs. REAC discussed the draft letter and its participation in the DEIS process.

Motion: I move to approve the letter expressing REAC's views on the DEIS as drafted by Olivia Hall, with the modifications discussed on the record, and to delegate to Hall and Lombardi the task of completing the draft, and for the letter to be presented to the City Council before its next meeting.

Stahl/Bispham: The motion carried unanimously 6-0.

6. CAC Chairs/Liaisons Oct 1 meeting with City attorney

Eric reported on an October 1, 2024, meeting led by the City Attorney to review with the volunteer City Advisory Committee chairs and others the legal issues surrounding public comment and transparency. E&I Manager Wahi provided a sample statement some boards use in response to harmful public comments.

7. Regular Business

a. *Possible repeat Bystander Training*: Jing recounted the bystander training REAC put on last May by Human Equity United and attended by 70 people. HEU is available for another training in January 2025. Discussion was held about the costs and content of another training. E&I Manager Wahi will review the budget and discuss costs and feasibility with Jing.

b. *Task Force Reports*:

i. *Technology*: Olivia reported on updates to REAC's page on the COBI website, which were circulated in the meeting packet. E&I Manager Wahi to review and upload after REAC approves.

Motion: To approve the website revisions as drafted.
Lombardi/Beck: The motion carried unanimously 6-0.

ii. *Zero Emissions*: Jing discussed the history of the proposed zero emissions landscape ordinance and the City Manager's request for feedback from REAC and CCAC. Discussion was held about challenges other cities have faced with similar measures, including the need for sufficient outreach to precede any implementation, and the benefit of having resources (such as tool trade-in/rebate programs) to assist with the transition to electric tools.

c. *City Council Meeting Report*: Renni reported the council issued timely proclamations for Filipino-American History Month and Hispanic/Latine Heritage Month

d. *REAC membership, participation, and responsibilities*: This matter was tabled.

8. Good of the Order

E&I Manager Wahi (i) advised the committee on using "action minutes" rather than narrative minutes, and will circulate guidelines; (ii) attended a potluck at the Poulsbo library with the Kitsap DEI coordinator and Kitsap ERACE; and (iii) reported on the upcoming Suquamish welcome pole event October 9 in Winslow.

Renni urged members to attend the Indigenous People's Day event on October 14.

9. Adjournment.

Meeting adjourned at 8:15 pm.



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.