
The Climate Change 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 Zoom: <https://bainbridgewa.zoom.us/j/91390380790>

Or Telephone: 1-253-215-8782

Webinar ID: 913 9038 0790

Agenda

1. Call meeting to Order/Roll Call/Accept of Modify Agenda/Conflict of Interest Disclosure 5:30 PM
2. Public Comment 5:35 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 Climate Change Advisory Committee, with no response, and the Climate Change 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, attached below. 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.
3. Sustainable Transportation Update and introduction to Project Prioritization – Hannah Boettcher, Sustainable Transportation Coordinator) 5:40 – 6:15 PM
4. Update and Discussion of Zero Emissions Hand Tools Ordinance and Consider Approval of Recommendations (CCAC subcommittee – Jens Boemer, Julie Mathers, Kevin Thomas, Ray Victurine) 6:15 – 6:30 PM
5. Equity Discussion – “Racial Equity and a Racial Equity Lens” (Anshu Wahi, Equity and Inclusion Manager) 6:30 PM – 7:15 PM

6. Updates (Ellen Schroer, Deputy City Manager) 7:15 – 7:30 PM

- EV Charging Code status update
- Heat Pump pilot program status update
- Climate Manager position vacancy update
- GHG Inventory update
- Consider cancelation of Dec. meeting – Dec. 18

7. Adjourn 7:30 PM

Materials

- “Racial Equity and a Racial Equity Lens” PowerPoint



CITY OF
BAINBRIDGE ISLAND

Racial Equity and a Racial Equity Lens

Anshu Wahi

Equity and Inclusion Manager

Definitions

Racial Equity Race can no longer be used to predict life outcomes, and outcomes for all groups are improved.

Individual Racism Pre-judgment, bias, or discrimination based on race by an individual.

Institutional Racism Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

Structural Racism A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Why apply a racial equity lens?

Racial inequities have been an enduring part of public policy in this country.

Applying a racial equity lens seeks to:

- integrate explicit consideration of racial equity in decisions, including policies, programs, and budgets.
- **institutionalize** the consideration of racial equity.
- reduce, eliminate and prevent discrimination and inequities, which are often **unconsciously replicated** when they are not **consciously addressed**.
- help minimize **unanticipated** adverse consequences in a variety of local government decisions.
- provide a guided set of questions to systematically weave equity into public outreach decisions.

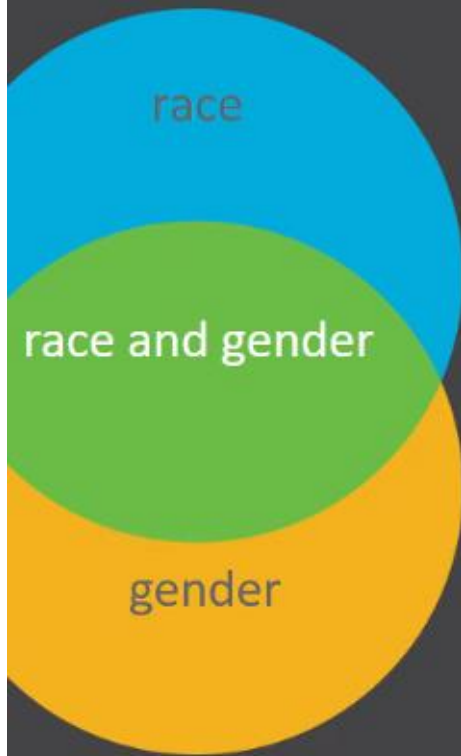
Why lead with race?

RACE EXPLICITLY, NOT EXCLUSIVELY

We lead explicitly — though not exclusively — with race because racial inequities persist in every system across the country, without exception. We can't find one example of a system where there are no racial disparities in outcomes: Health, Education, Criminal Justice, Employment, and so on. Baked into the creation and ongoing policies of our government, media, and other institutions — unless otherwise countered — racism operates at individual, institutional, and structural levels and is therefore present in every system we examine.

We also lead with race because when you look within other dimensions of identity — income, gender, sexuality, education, ability, age, citizenship, and geography — there are inequities based on race. Knowing this helps us take a more intersectional approach, while always naming the role that race plays in people's experiences and outcomes.

Why lead with race?



The “Race And” Framework

We address race *explicitly*, not *exclusively*. (e.g. race and gender, race and immigrant status, etc.)

Or in other words, we address race *prominently* and *intersectionally*.

Race can be a *complementary*, rather than *competing*, frame

- By identity, e.g., race AND gender
- By topic, e.g., environmental justice and racial justice, reproductive justice and racial justice, etc.

Targeted Universalism



Targeted Universalism

Targeted strategies towards a universal goal.

The Goal

“All people [on Bainbridge Island] can attain the resources and opportunities to improve their quality of life and enable them to reach their full potential. Differences in life outcomes cannot be predicted by race, class, or any other identity.

Communities of color, historically marginalized communities and those affected by poverty are engaged in decision-making processes, planning, and policy-making.” *PSRC*

Community Engagement: Racial Equity

It is not enough to consult data or literature to assume how a proposal might impact a community.

Community Engagement: Racial Equity

Who should be included in public outreach and community engagement?

- Bainbridge Black
- Bainbridge Island Japanese American Community
- Bainbridge Pride
- Filipino American Community of Bainbridge Island
- Indipino Community of Bainbridge Island
- BI ERACE + Kitsap ERACE (Equity, Race and Community Engagement)
- Bainbridge-North Kitsap Interfaith Council
- Senior Center
- BISD Multicultural Advisory Council
- Human Services Groups and their clients
 - Helpline
 - IVC
 - HRB
 - Vitalize Kitsap
 - Stephens House
 - Bainbridge Youth Services
- Suquamish Tribe
- Nonresident workers on Bainbridge Island