



**Race Equity Advisory Committee Regular Meeting
Monday, January 12, 2026**

City Hall Council Conference Room
280 Madison Ave N
Bainbridge Island, WA

and

Remote Meeting on Zoom
<https://bainbridgewa.zoom.us/j/97751595218>
or Telephone: US: +1 253 215 8782
Webinar ID: 977 5159 5218

Agenda

- 1. Call to Order / Roll Call / Code of Conduct / Land Acknowledgement – 3:00 PM**
- 2. Approval of Agenda / Conflict of Interest Disclosure**
- 3. Public Comment – 3:05 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 Committee, with no response, and the 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, on the City's website. Remote public comment is allowed with advance notice by 4:00 p.m. on the business day before the meeting by emailing 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. Presentation by BIPD on Speed Safety Cameras – 3:10 PM**
- 5. Regular Business – 3:30 PM**

5.A Approve Meeting Minutes

5.B Task Forces Review

- i. Comp Plan, Guiding Principles, Affordable Housing, Zero Emissions, Outreach/Community Events

5.C REAC advice to Council regarding City Manager hiring process

5.D Task Force Reports

- i. Guiding Principles
- ii. Affordable Housing
- iii. Outreach/Community Events
 - a. Healing Equity United workshop report out
 - b. MLK Day event at BIMA - January 18

5.E City Council Meeting Report

5.F Report Out Items for Council

5.G Other Items

6. Equity & Inclusion Manager's Report – 4:15 PM

6.A 2025 Report and 2026 Workplan Presentation - March 17 Study Session

6.B Council Chambers art update and jury opportunity

6.C February meeting guest presenter

7. Good of the Order – 4:25 PM

8. Adjournment – 4:30 PM

The City of Bainbridge Island's meetings are wheelchair accessible. The City also provides auxiliary aids and services for effective communication such as assistive listening devices, closed captioning, and print materials in digital format. For other reasonable accommodations and/or modification to programs, services, or activities, please contact the ADA Coordinator, Anshu Wahi at awahi@bainbridgewa.gov or 206-947-0803 as soon as possible, preferably at least two business days prior to the meeting.



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 suq^wabš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq^wabš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq^wabš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



SUQUAMISH TRIBE





AUTOMATED TRAFFIC SAFETY CAMERAS

SERGEANT JOSEPH FASTAIA
BAINBRIDGE ISLAND POLICE
DEPARTMENT

PREVIOUS PRESENTATION



Speeding is the number one complaint BIPD received from the community from 2020-2025



BIPD traffic studies have identified three locations of specific concern.

12000 Miller RD NE
9343 Sportsman Club RD (Sakai/Woodward School Zone)
4704 Blakely Ave NE (Blakely Elementary School Zone)



Preliminary Impact Study indicates a positive impact for equity considerations:

Livability, Accessibility, Economics, Education,
Environmental Health



Automated Traffic Safety Cameras are a limited use platform with privacy protections and safeguards to prevent misuse.

PREVIOUS DISCUSSION

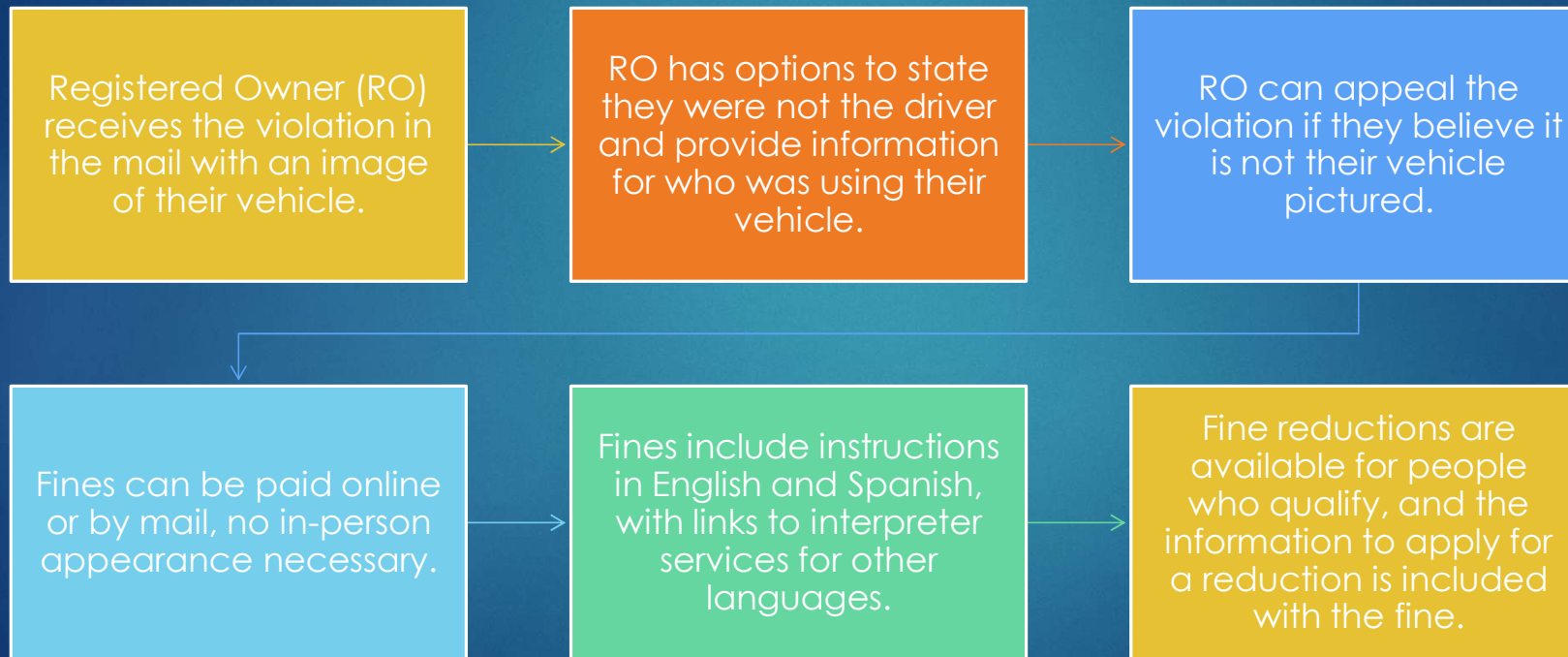
- ▶ Council requested further information and provided direction to the City:
 - ▶ Community Outreach Plan.
 - ▶ More information about how violations are processed.
 - ▶ What additional safeguards are available to protect privacy?
 - ▶ Speak to our partners at the City of Poulsbo about lessons learned as they adopted photo enforcement.
 - ▶ Gather more traffic data at discussed locations, and others.
 - ▶ Increasing safety on the roadways without overreach.

Process for Issuing Violations

- ▶ Camera identifies violation, captures images of the license plate and vehicle.
- ▶ Violations are compiled in software and sent for review.
- ▶ BIPD staff review images to confirm the violation occurred. This is done by an actual person and not automated or AI.
- ▶ Confirmed violations are sent to BI Court to be mailed to the Registered Owner of the Vehicle. Court staff review the violation before mailing fine.



Resolving the Violation



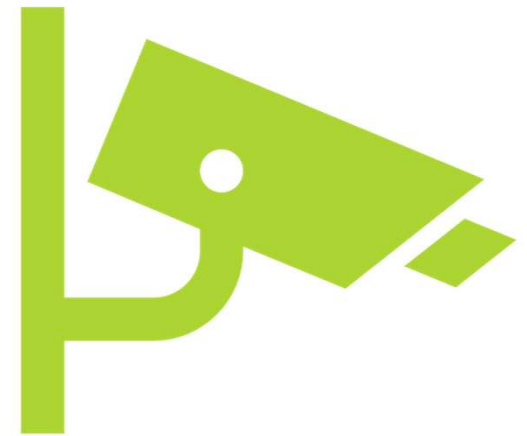


Privacy Protections

- ▶ By law only the vehicle and plate are captured by the camera. It is illegal to take pictures of the driver of the vehicle.
- ▶ Photos are stored until the fine is adjudicated and then purged from the system.
- ▶ Photos are exempt from disclosure, including public information requests. By law, the images can only be used for the narrow purpose of photo enforcement.
- ▶ The photo enforcement system is not connected to other databases, and other agencies do not have access to the images or violations.
- ▶ BIPD has access only for the verification of violations and only to the publicly available vehicle registration.
- ▶ Access logs and system audits are periodically conducted and results reported to assure system integrity.
- ▶ System misuse results in criminal charges.

LESSONS FROM POULSBO

- ▶ The cameras placed in school zones have proven to be highly effective.
 - ▶ Initially Poulsbo saw a significant amount of violations.
 - ▶ After about 60 days violations dropped off sharply to only a handful per day and remained that way.
 - ▶ School Zone camera placement has specific requirements that was harder for Poulsbo to implement; but will be easier in our two proposed school zones.
- ▶ Camera installation takes significant time due to how many entities need to be involved.
- ▶ To be legally valid the mailed violations need specific wording.
- ▶ Speed enforcement cameras having desired effect in all locations used.



Communication and Connection

- ▶ City Council motioned to create a community outreach plan
- ▶ Take recommendations from RET and REAC.
- ▶ Speak directly to stakeholders that live, work, or visit in the areas where cameras will operate.
- ▶ Official City Communications through social media, flyers, business owner contacts.
- ▶ Messaging outside of Bainbridge Island to reach the large population segment that come here during business hours.
- ▶ Contact organizations serving communities that will be impacted (Kitsap Immigrant Assistance Center (KIAC), Suquamish Tribal Members)



Community Outreach and Input

- ▶ REAC is an important organization that can provide valuable insight and input.
- ▶ I am here today to answer questions, address concerns, and hear from you about what I haven't considered.
- ▶ Find the information I do not have today to make sure this project is leading with a racial equity lens.

**Race Equity Advisory Committee
Regular Meeting Minutes
City Hall Council Conference Room
November 10, 2025**

1. CALL TO ORDER – 3:00 PM

Members present: Lynn Beck, Jing Fong, Caitlin Lombardi, Eric Stahl, Dashiell Tibbals

Liaisons present: Ashley Mathews, Jon Quitslund

Equity and Inclusion Manager present: Anshu Wahi

Excused: Olivia Hall, Nora Kim

2. MOTIONS

Approve November 10, 2025, Agenda

Modified to add recognition of Jon Quitslund, outgoing Liaison, after Public Comment

- **Motion:** I move to approve

Caitlin/Eric: The motion was approved unanimously 5-0.

Modified to add Advice to City Council regarding federal grant conditions, Regular Business

- **Motion:** I move to approve

Eric/Lynn: The motion was approved unanimously 5-0.

November 10, 2025, Agenda, modified to include edits (see above)

- **Motion:** I move to approve the modified November 10, 2025, Agenda

Jing/Eric: The motion was approved unanimously 5-0.

3. PUBLIC COMMENT

No public comment.

4. REGULAR BUSINESS

4.A Jon Quitslund was thanked and recognized for his service as Council Liaison to REAC.

4.B Approve Meeting Minutes

- **Motion:** I move to approve the October 9, 2025, minutes.

Jing/Eric: The motion was approved unanimously 5-0.

4.C Advice to City Council regarding federal grant conditions – Eric reviewed his draft statement urging City Council to oppose new federal conditions on COBI’s previously awarded RAISE and FHA grants, including requirements related to immigration enforcement and DEI programs.

Discussion took place and Eric will make edits to the statement.

A motion was made for Eric to send the edited statement to City Council on behalf of REAC.

- **Motion:** I move to approve

Lynn/Jing: The motion was approved unanimously 5-0.

The committee moved for Liaisons Mathews and Quitslund to make the statement a report out item at a November Council meeting and for REAC members to offer supporting public comment.

- **Motion:** I move to approve

Eric/Caitlin: The motion was approved unanimously 5-0.

4.D Council Election

Discussion took place regarding new Councilmembers being elected and the process for new Council liaisons for REAC.

4.E TASK FORCE REPORTS

- i. **Guiding Principles** – On November 10, Caitlin emailed REAC’s draft Guiding Principles to the City Council for its consideration and adoption.
 - **Winslow Subarea Plan LU Policy related to DEIB update** – Anshu forwarded REAC’s recommended edits to City Planning Staff on the draft Planning Commission Proposed Winslow Subarea Plan Goal LU6, related to increasing diversity, equity, inclusion and belonging in the Winslow Subarea. Edits were conveyed to the Planning Commission and the response was positive.
- ii. **Affordable Housing/625 Winslow Update** – Anshu provided an update from the City Attorney about the SEPA appeal. The SEPA appeal of the DNS for City Ordinance 2025-2 is pending before the Hearing Examiner. A merits hearing is set for late December, with oral arguments on the City’s Motion to Dismiss and the Appellant’s Motion for Summary Judgement scheduled for mid-to-late November.
 - **Action Item:** Anshu will follow up with REAC members on what information in this process is publicly available.
- iii. **Outreach/Community Events**
 - **Indigenous Peoples’ Day Report Out** – Caitlin shared that it was a wonderful community event, including a presentation by Internationally recognized Suquamish weaver Danielle Morsete, plus food and vendors.
 - **Healing Equity United Workshop** – Jing shared that registration is now live for the free, one-day training, “From Curiosity to Connection: Honest Dialogue in A Time of Division.” The event will take place on Saturday, November 22, 10 AM to 3 PM at City Hall.
 - **Action Item:** REAC members were asked to spread the word about the training.

4.F **City Council Meeting Report** – No other updates were reported.

4.G Report Out Items for Council

- **Action Item: November 12 Business Meeting** - Councilmember Quitslund to encourage City Council members to attend the November 22 Healing Equity United Workshop/Training.
- **Action Item: November 18 Business Meeting** - Councilmember Quitslund to highlight REAC’s statement to Council regarding federal grant conditions.

4.H **Other Items** – None

5. Good of the Order

- Anshu reminded committee members that there will not be a REAC meeting in December. The next meeting will be January 12, 2026.
- Anshu will be out of the office November 25-December 9.
- Anshu shared that the following proclamations will be presented at the November 12 City Council Business Meeting: Native American Heritage Month, Transgender Awareness Week and Transgender Day of Remembrance. The Transgender Day of Remembrance annual event will be held at BIMA on Sunday, November 16, 4 PM.

6. ADJOURNMENT

The meeting was adjourned at 4:15 PM