

**Race Equity Advisory Committee
Regular Meeting Minutes
City Hall Council Conference Room
January 12, 2026**

1. CALL TO ORDER – 3:00 PM

Members present: Lynn Beck (via Zoom), Jing Fong, Olivia Hall, Nora Kim, Caitlin Lombardi, Eric Stahl, Dashiell Tibbals (via Zoom)
Equity and Inclusion Manager: Anshu Wahi

2. APPROVAL OF AGENDA

Agenda approved unanimously

3. PUBLIC COMMENT

No public comment.

4. PRESENTATION BY BIPD ON SPEED SAFETY CAMERAS

BIPD Sgt. Joe Fastia gave a presentation on proposed automated speed cameras the City is considering. The proposal is being evaluated using the City's race equity tool kit. The system is neutral and objective, based just on car and speed. The City believes reducing speeding increases livability and non-motorized user access, and that road safety is an equitable goal because the burden of fines is more than offset by reducing the impact of serious accidents.

The cameras would be set up in three specific locations where speeding is of particular concern, with warning signs announcing their presence. The system would automatically (with human oversight) identify vehicles. Citations would be mailed to registered owners. Fine reduction and an appeal process would be available.

The committee discussed issues related to community notice, discussion around access to records, public access to recorded information, and whether the data could be shared with federal or other agencies. It was suggested that REAC be involved and consulted on vendor selection and any roll-out issues.

5. REGULAR BUSINESS

a. Motion to Approve November Minutes

Olivia/Eric. Passed unanimously

b. Task Forces Review (with reports)

The Committee reviewed existing task forces. Assignments going forward are as follows:

- Comp Plan: Olivia, Nora, Eric
- Guiding Principles: Caitlin, Jing, Eric
 - Caitlin presented REAC’s proposal to the Planning Commission, and forwarded to the Comp Plan steering committee. Discussions are continuing.
- Affordable Housing: Dashiell, Lynn, Olivia
 - SEPA appeal on 625 Winslow will take place January 28, 2026.
- Outreach/Events: Caitlin, Nora
 - Jing reported on November’s Healing Equity United workshop. 48 people attended and took part in vulnerable and committed conversations. Respondents noted the skill of “calling in” as a key takeaway. 25 of 30 respondents noted they had witnessed harm based on race in Bainbridge Island.
 - MLK Day event will be at BIMA .- January 18. REAC is not tabling. Members are encouraged to attend individually
- Zero Emissions: Jing, and Lynn
 - This task force is on hiatus for now
- Additional task forces will be discussed as needed. One possibility is addressing issues related to the federal government

c. REAC advice to Council regarding City Manager hiring process

Blair King’s retirement is effective January 30, 2026. Ellen Schroer will serve as Acting City Manager. REAC is seeking early input on the hiring process, and inclusion of an equity lens.

Motion: REAC will communicate to the City Council its interest in lending its experience and expertise in the City Manager search process.
Olivia/Caitlin. Passed unanimously.

6. Report Out Items for Council

- **Motion:** REAC will communicate to the City Council its interest in lending its experience and expertise in the City Manager search process.
- New council liaison will be selected January 27.

7. Equity & Inclusion Manager’s Report

- REAC’s 2025 Report/2026 work plan presentation is scheduled for the City Council’s March 17 study session. Olivia and Lynn to work with Anshu to review/update; REAC will discuss in February and/or March
- Council chamber artwork: Council voted to remove the work’s timeline due to issues of representation. With the artist’s approval, the work will be revised to feature poetry reflecting lived experiences. A jury will select the poetry. Jing will be involved.
- Public works director Chris Wierzbicki will present at REAC’s next meeting on non-motorized improvements on Bucklin Hill Rd.

8. Good of the Order

Blair King will be recognized at an event January 28 at the Rowing Center.

Olivia is inviting attendance at a community dinner at Eagle Harbor Church January 13.

9. Adjournment –4:45 pm

Signed by:

 Caitlin Lombardi, Co-Chair
 11-Feb-26
 Date

Signed by:

 Olivia Hall, Co-Chair
 10-Feb-26
 Date