



**Race Equity Advisory Committee Regular Meeting
Monday, March 9, 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. Equity & Inclusion Manager's Report – 3:10 PM**
 - 4.A New REAC Website**
 - i. Review images

- ii. Review Vision & Mission
- iii. Provide a historical list of REAC's recommendations to Council

4.B Upcoming Community Events

4.C City Manager Hiring Process Update

4.D Expiring REAC Positions 1, 2, & 3

5. Regular Business – 3:40 PM

5.A Approve February 9 Meeting Minutes

5.B Report: REAC Co-Chairs Meeting with Chief Clark on BIPD Immigration Policies

5.C Task Force Reports

- i. Comp Plan (ES, NK, OH)
- ii. Guiding Principles (CL, ES, JF)
- iii. Affordable Housing (DT, LB, OH)
- iv. Outreach/Community Events (CL, NK)
- v. [Gasoline Powered Leaf Blowers (JF, LB)]

5.D City Council Meeting Report

5.E Report Out Items for Council

5.F Other Items

6. Good of the Order – 4:25 PM

7. 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



**Race Equity Advisory Committee
Regular Meeting Minutes
City Hall Council Conference Room
February 9, 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)

Council Liaison: Brenda Fantroy-Johnson

Equity and Inclusion Manager: Anshu Wahi

2. APPROVAL OF AGENDA

Agenda approved unanimously.

3. PUBLIC COMMENT

No public comment.

4. PRESENTATION BY PUBLIC WORKS ON BUCKLIN HILL NON-MOTORIZED IMPROVEMENTS (Chris Wierzbicki, public works director)

This project is for bicycle, pedestrian, and safety improvements on Bucklin Hill Road. It is funded entirely by city dollars with no other obligations to anyone else. We started here because it has the highest percentage of usage on the island.

The project is part of a larger project for safety improvements. There is another project from Fletcher Bay to Lynwood Center that is receiving about a million dollars of federal money for design. There is currently no threat to this funding. We want these two concurrent projects to be cohesive.

We're in the process of getting early feedback—mostly who uses this corridor, how do they use it, what's their experience, and if they have suggestions for improvements. We have a survey out with a broad swath of questions, including demographics because we want to understand who we're reaching. The survey is on the city website. We will also host an open house on March 5. The survey will close March 13 and we'll come up with some alternatives for the design.

Hyla has offered to potentially give us an easement, which may give us the opportunity to build something off-road.

We're looking for folks to spread the word, and for more feedback on how to reach more people. So far, we're here today, put out a survey, and met with some agencies and individuals. We've

also met with the American Legion, along with emergency services folks and the fire department that are also on the corridor. We're sending postcards to the entire neighborhood. We plan to host an after-school open house with the Hyla community. Blakely School is more open to promoting the project on its website and newsletter. We want to talk to people on the corridor.

For more community engagement, REAC suggested to reach out to employers or service contractors who can be in touch with their employees, and the disability community.

We have bike counts in this location. The goal is to get them regularly, so we know how projects improve usage.

5. REGULAR BUSINESS

a. Approval of minutes

Minutes approved unanimously

b. REAC workplan

Olivia, Anshu, and Lynn updated workplan. Please let them know if they missed anything for 2025, or if there's anything for 2026 that you'd like to suggest. REAC will present its workplan to City Council on March 17 and needs to submit the plan no later than the week prior.

c. City Manager hiring process

On Jan. 21, 2026, Lynn sent correspondence to the City Council to express REAC's interest in supporting the City Manager hiring process. REAC encourages the hiring firm to apply a racial equity lens and engage with City staff throughout the process.

City Council ended its relationship with the current hiring firm. At its Feb. 10 council meeting, two firms will be interviewed. Jing will read the Jan. 21 letter REAC sent to Council during public comment at the Feb. 10 meeting.

d. City Council meetings – REAC reporting

Eric will redo the city council monitoring schedule and share with REAC.

Minutes that identify council action—including what and how a topic was discussed—is helpful in our role of advising City Council.

e. REAC co-chairs upcoming meeting with Chief Clark on BIPD immigration policies

Olivia and Caitlin meet with Chief Clark every month. They will bring up BIPD's policy regarding ICE and Border Patrol. People may or may not know what they can and can't do when it comes to ICE and Border Patrol. There is a lot of "in between" language. Olivia and Caitlin will come to the next REAC meeting with a summary of their discussion with Chief Clark.

Anshu Wahi and communications director Shannon also recently met with Chief Clark about ICE and Border Patrol. The main role of local police is to keep the peace. They are not to participate or interfere with federal law enforcement. Cities across the country are making their own choices. The public wants clarity. On January 29, the Washington Association of Sheriffs and

Police Chiefs made a joint statement on public trust and immigration enforcement. The National Police Accountability Project addresses what municipalities need to consider when making these judgment calls.

f. Task force reports

i. Comp Plan (ES, NK, OH)

There has been robust conversation on the Comp Plan. On Feb. 10, City Council is voting to advise the Planning Commission to take certain action on the Winslow Subarea Plan. There are 28 proposed motions or amendments (in the agenda packet).

ii. Guiding Principles (CL, ES, JF)

Caitlin is presenting the draft guiding principles to the Planning Commission Steering Committee on Feb. 23.

iii. Affordable Housing (DT, LB, OH)

The SEPA appeal continues with many hours of testimony. Appellant had their witnesses called. City will call witnesses next. 625 continues to be part of the affordable housing conversation. There have been two articles in *The Seattle Times*.

iv. Outreach/Community Events (CL, NK)

Nora, Eric, and Caitlin went to the lovely and youth-driven MLK celebration. Thank you to the organizers.

There is under \$2k in REAC's budget to do more trainings sponsored by REAC. Budget for community trainings is also in Anshu's budget. Anshu would love to hear from this subgroup about what topics the community might appreciate.

v. Gasoline-Powered Leaf Blowers (JF, LB)

Councilmembers Hytopolous and Lant are on the re-appointed ad hoc committee. Anshu's understanding is that the ad hoc group will figure out its recommendation based on what they've heard so far, including REAC's feedback and bring it back to Council. Jing and Lynn will follow up with the ad hoc committee.

g. City Council report

h. Report out items for Council

There were no report items for council.

6. GOOD OF THE ORDER

You should have received an email from Nicole Retana about reviewing the City Advisory Group Volunteer Handbook and signing the Volunteer Service Agreement. You'll need to sign the agreement before our next meeting on March 9.

Tomorrow, a Black History Proclamation will be presented to City Council by the Kitsap Black Student Union.

7. ADJOURNMENT

The meeting was adjourned at 4:22 PM

DRAFT