



**Race Equity Advisory Committee Regular Meeting
Monday, April 13, 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. Regular Business – 3:10 PM**
 - 4.A Approve Meeting Minutes**
 - 4.B New REAC Website – follow up**

- i. "Cosmetic" notes
- ii. Mission & Vision
- iii. REAC's Recommendations to City Council // Sharepoint
- iv. Resources
- v. History of REAC video

4.C REAC Workplan

4.D 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)
 - a. Farmers Market tabling
 - b. Youth Event - April 28
 - c. Morales Farm Sign Ribbon Cutting - May 1
 - d. Juneteenth - June 12
 - e. Community workshops

4.E City Council Meeting Report

4.F Report Out Items for Council

5. Good of the Order – 4:20 PM

6. 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
March 9, 2026**

1. CALL TO ORDER – 3:00 PM

Members present: Lynn Beck, Jing Fong, Olivia Hall, Nora Kim, Caitlin Lombardi, Eric Stahl, Dashiell Tibbals (via Zoom)

Liaison present: Brenda Fantroy-Johnson (via Zoom)

Equity and Inclusion Manager present: Anshu Wahi

2. Approval of Agenda

Approve March 9, 2026, Agenda

- **Motion:** I move to approve the March 9, 2026, Agenda
- Eric/Jing:** The motion was approved unanimously 7-0.

3. PUBLIC COMMENT

No public comment.

4. Equity & Inclusion Manager's Report

4.A New REAC Website

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

Nicole Retana, City Manager's Office, is helping the advisory committees with updated websites.

Nicole shared the various components of the draft REAC site. Establishment and Governance has been added to all advisory committee websites and will detail how committees are governed, along with the applicable municipal codes. Discussion took place on the order of components, images, how to submit information for news and alerts, adding a history of REAC's formation, and adding the Race Equity Toolkit.

- **Action Item:** Olivia, Caitlin and Lynn formed a task force to review REAC's current vision and mission and propose any modifications at the April 13 REAC meeting (including REAC's history/how the committee came to be).
- **Action Item:** REAC's Recommendations to City Council – Jing to search the Sharepoint for past recommendations; Eric will search past Law & Policy notes. All REAC will help fill in any blanks. Council member Fantroy-Johnson is willing to support the effort with a video.
- **Action Item:** Anshu will send an updated website link to the committee, including feedback received. REAC will review and email directly to Anshu any other "cosmetic" suggestions, as well as anything REAC would like to add to the Resources tab other than the Racial Equity Toolkit.

4.B Upcoming Community Events

Poulsbo Police Department Town Hall (Anshu) – Thursday, March 26, 2026, 6:00 PM (to be confirmed). Chief Clark will be in attendance. The event is intended as a community conversation with local law-enforcement agencies, where residents can ask questions, discuss community safety concerns, and talk directly with officers and leadership. The session will likely cover immigration policies.

- **Action Item:** Anshu will send out final event details. REAC members are invited to attend.

Annual Commemoration of the Day of Forced Removal (Anshu) – The event will be held on Monday, March 30, 2026, 11:00 AM to 12:30 PM, recognizing the 1942 removal of Bainbridge Island's Japanese

American residents. The program this year will be held at Bainbridge Performing Arts. This year's theme is "Remember Me."

- **Action Item:** Anshu will send out information; email Carol Reitz if REAC members would like to attend.

4.C City Manager Hiring Process Update (Anshu) – On February 10, 2026, the City Council selected Raftelis, a consulting firm, to lead the City Manager recruitment process. Ellen Schroer is serving the City as Interim City Manager.

- **Action Item:** Anshu will reach out to make sure the City Manager survey gets added to the City's website hiring update page. REAC is encouraged to take the survey and share with its networks.

4.D Expiring REAC Positions 1, 2 & 3 (Anshu) – Applications are open through May 2026 to fill the open REAC positions. Eric shared that he is not reapplying to give someone else an opportunity to serve.

5. Regular Business

5.A Approve February 9 Meeting Minutes

Eric amended the minutes to reflect Lynn and Eric as "Excused" rather than "Present."

- **Motion:** I move to approve the amended February 9, 2026, minutes.
Olivia/Jing: The motion was approved unanimously 7-0.

5.B Report: REAC Co-Chairs Meeting with Chief Clark on BIPD Immigration Polices (Caitlin/Olivia)

Olivia and Caitlin shared that they meet monthly with Chief Clark and provided a detailed report from their recent discussion. They discussed potential interactions between the Bainbridge Island Police Department and the U.S. Immigration and Customs Enforcement (ICE). Caitlin noted that it is difficult to provide specific answers because situations can vary widely, and local police are generally not notified when federal agencies are operating in the area, including on the ferry. While the Bainbridge Island Police Department does not proactively share information with ICE, federal agencies may have access to certain shared databases and state records. Olivia added that Chief Clark is willing to speak with community members who have questions or concerns about these issues.

- **Action Item:** Anshu will send out an American Civil Liberties Union (ACLU) video that provides bystander guidance.

5.C Task Force Reports

- Comp Plan (ES, NK, OH) - Eric provided a detailed report on the 15 motions passed at the February 10, 2026, Council Meeting. Council has directed the Planning Commission to provide their recommendation on the Comp Plan by the end of April. The Council will finalize their Comp Plan decisions by the end of May/June.
 - Guiding Principles (CL, ES, JF) – Caitlin shared an update on the draft Guiding Principles that were sent to City Council in November and subsequently referred to the Planning Commission. She noted that the draft was discussed with the Steering Committee on February 23, 2026. Next steps include Steering Committee review and edits, which will be brought back to the Planning Commission for further discussion. Caitlin emphasized that this is an important time for community discussion and public comment, with the next Steering Committee meeting scheduled for March 23. REAC discussed the best process for sharing the draft and collecting feedback.
- **Action Item:** Caitlin will send an email to REAC's Community Member list requesting input on the draft Guiding Principles to be submitted to the Steering Committee by March 23.

- iii. Affordable Housing (DT, LB, OH) – Anshu provided a brief update. Affordable housing remains a priority for the City of Bainbridge Island. Regarding the SEPA appeal and 625 Winslow/Ferry District, oral arguments on the City’s new motion to dismiss are scheduled on March 10. REAC discussed the topic. Olivia shared that the City has placed a new trailer at Islander Mobile Home Park, which will serve as permanently affordable housing for a City employee and their family.
- iv. Outreach/Community Events (CL, NK) – Caitlin shared that there are no new updates to report.
- v. Gasoline Powered Leaf Blowers (JF, LB) – Jing shared that after reaching out to the ad hoc committee, a response was received by Councilmember Hytopoulos that any further work or discussion will likely be delayed until 3rd quarter.

5.D City Council Meeting Report – Nothing further to report beyond the Comp Plan information shared earlier in the agenda by Eric.

5.E Report Out Items for Council – Council Liaison Fantroy-Johnson will report to Council that REAC would like to encourage public comment on the draft Guiding Principles.

5.F Other Items – After discussion by REAC, “Other Items” will be removed from future agendas.

6. Good of the Order – None.

7. Adjournment – The meeting was adjourned at 4:31 PM.