



**Race Equity Advisory Committee Regular Meeting
Monday, July 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. Welcome new REAC members Bobi and KD – 3:10 PM**

- 5. Equity and Inclusion Manager Report – 3:15 PM**
 - 5.A Appendix G**
 - 5.B Sharepoint**
 - 5.C August meeting**
 - 5.D New officers and task forces - September**
- 6. Regular Business – 3:25 PM**
 - 6.A Approve June Meeting Minutes**
 - 6.B KD presentation of Racial Equity Governance Ordinance draft**
 - 6.C Task Force Reports**
 - i. Comp Plan (ES, NK, OH)
 - ii. Outreach/Community Events (CL, NK)
 - a. Farmers Market tabling
 - b. Community workshops
 - i. Sankofa Impact
 - ii. HEU
 - iii. Something else?
 - 6.D City Council Meeting Report**
 - 6.E Report Out Items for Council**
- 7. Good of the Order – 4:15 PM**
- 8. Adjournment – 4:20 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 at CityAdmin@bainbridgewa.gov or 206-842-2545 as soon as possible, preferably at least 2 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 suq̓wəbš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq̓wəbš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq̓wəbš 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

Monday, June 8, 2026

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and

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Minutes

1. Call to Order / Roll Call / Code of Conduct / Land Acknowledgement – 3:00 PM

REAC: Lynn, Eric, Nora, Olivia
EXCUSED: Caitlin, Dashiell, Jing
COBI: Anshu, Equity & Inclusion Manager; Shannon Hays, Communications Manager, Police Chief Joe Clark
EXTERNAL: Kendall, DKS Associates

2. Approval of Agenda

Anshu added two agenda items (Juneteenth, Poetry Event) under E&I - Approved as amended (Lynn/Eric)

3. Public Comment – 3:05 PM

Mark Hoffman commented on speed cameras and expressed concerns.

4. Presentation by DKS Associates for Speed Safety Camera Pre-Engagement – 3:10 PM

Status: In consideration. Response to public opinion for decreasing speed in/around school zones, pedestrians, cyclists.

1. How they work

- Monitors traffic, + over speed limit triggers photo
 - Records: license plate, date/time, speed
 - Photo reviewed
 - Notice is mailed to the registered owner

2. National Transportation Safety Board recommended

- 54% reduction in collisions, 48% injury collisions
- Kirkland: 50% reduction; Seattle: 50% reduction (45k to 20k)

3. Limited scope

- WA state law (limited data collection)
 - Only required information to enforce speed limits
 - Not general surveillance, traffic safety
 - Not collected
 - Driver identity
 - Travel history
 - Passenger info
 - Cell phone info
 - Personal conversations
4. Public outreach and engagement
 - Considerations with REAC
 - REAC Toolkit
 - Privacy safeguards - who is storing it, accesses it
 - Low-income and first-time individuals have fine reductions
 - Public outreach
 - Students and families
 - Visitors
 - Commuters and workers
 5. Current status: Phase I (determine yes or no).
 - Next phase: outreach

Questions:

1. *What does communication look like, esp off-island folks?*
Start engagement at least 30 days in advance: signage, structured engagement with employers. English and Spanish.
2. *Fee - low/discounted for income-based or community service in lieu?*
Low/discounted yes. Community-service no.
3. *With this system, what were reasons for failure in the past?*
Speed cameras are effective, successful. Issues with enforcement of fines.
4. *How do we ensure it's not someone's face?*
Only license plate, speed, taken after. Closed circuit of data - State law does not permit these images to be used for any other purpose (state: rcw 46.63.220)
5. *Outreach - how, and would you like support?*
Any assistance welcome
6. *Any private company with skin in the game?*
No revenue sharing. Revenue to road safety projects
7. *Radar feedback signs as alternative?*
Radar feedback signs work, but drivers tend to ignore them

5. Equity and Inclusion Manager Report – 3:30 PM

- A. New REAC Members in July
- June 23: Council will be approving

B. Website/Share Point

- Website: Updated Mission/Vision + Recommendations to City Council
- SharePoint: Nora + Olivia will organize

C. Appendix G – Comp Plan

- Caitlin, Olivia, Nora, Planning Staff have worked on a draft.
- Commerce: REAC can continue work on Work Plan
- For Comp Plan approval, will submit as is (Caitlin drafting)
- Public hearing will be in July (Draft can be worked on until June 30)

D. Community Events

- Call for Poets
- Juneteenth
- Pride

E. August Meeting

- Reschedule? TBD at July meeting

6. **Regular Business** – 3:45 PM

A. Approve May Meeting Minutes

- Approved, (Eric, Olivia)

B. Task Force Reports

i. Comp Plan (ES, NK, OH)

- Status: Council going line-by-line
- Push for Housing Authority - seems long-term and not short-term solution
- Monitoring affordable housing goals
- Last hearing: End of July (pushed from June)
- Make comments prior to July 30 - clear vision of what you want to see for the future of this island

ii. Affordable Housing (DT, LB, OH)

- 625 Winslow is in holding pattern, but can be built within current Comp Plan. Waiting for zoning, will need funding

iii. Outreach/Community Events (CL, NK)

- Farmers Market tabling
- Juneteenth - June 12
- Community workshops

C. City Council Meeting Report

- 5/26 Meeting: discussed transportation (of Comp Plan)
 - Guiding Principles - council wanted new guiding principles reflected in new Comp Plan
 - Extensive conversation on water - YWCA received funding from COBI to rebuild after fire

D. Report Out Items for Council

- None

7. **Farewell to Departing REAC Members /Good of the Order** – 4:10 PM

- Farewell to Eric & Lynn!
- Housing Resources Bainbridge @ Rowing Center (Wed)
- Helpline House Grand Opening
- Proclamation for Juneteenth and Pride @ Council meeting

8. **Adjournment** – 4:30 PM

ORDINANCE NO. ____

RACIAL EQUITY GOVERNANCE ACT

Section 1. Purpose and Intent

The City Council finds that governmental policies and practices have historically contributed to the racial disparities in housing, public safety, transportation, environmental burdens, economic opportunity, and civic participation.

The purpose of this chapter is to enact racial equity as a core governmental responsibility and to require racial equity analyses in the development, implementation, and evaluation of City actions.

The City declares that eliminating racial disparities in good faith shall be pursued with the same level of institutional commitment and rigor as fiscal responsibility, public safety, and environmental stewardship.

Section 2. Definitions

"Racial Equity"

The state achieved when race no longer determines one's life and health outcomes, access to opportunity, governmental burdens, or civic participation.

"Significant Government Action"

Includes:

- Ordinances and Resolutions
- Comprehensive Plan amendments
- Capital Improvement Plans
- Transportation plans
- Housing policies
- Police policies
- Procurement contracts exceeding \$100,000
- Budget appropriations
- Land-use code amendments
- Major development agreements

"Racial Equity Impact Statement"

A written analysis identifying potential racial impacts of a proposed governmental action.

Section 3. Racial Equity Impact Statements

No Significant Government Action shall be considered by the City Council, Planning Commission, or any advisory body unless accompanied by a completed Racial Equity Impact Statement.

The statement must include research and analysis on:

A. Impacted Populations

Identification of populations likely to experience benefits or burdens.

B. Existing Conditions

Analysis of the relevant racial disparities currently present.

C. Historical Context

Identification of historical governmental actions contributing to present inequities.

D. Community Engagement

Documentation of outreach and consultation conducted with impacted communities.

E. Alternatives Analysis

Description of alternatives considered and equity implications of each.

F. Mitigation Measures

Specific actions proposed to reduce identified racial and economic disparities.

G. Performance Metrics

Quantifiable measures to evaluate outcomes.

Section 4. Procedural Requirement

No final vote may occur until the Racial Equity Impact Statement has been publicly available for a minimum of fourteen calendar days.

Section 5. Findings Requirement

When adopting any Significant Government Action, the approving body shall make written findings regarding:

1. The equity impacts identified;
2. Mitigation measures adopted;
3. Reasons for rejecting recommended alternatives.

Section 6. Annual Reporting

The City Manager in coordination with the Equity and Inclusion Manager shall submit an annual Racial Equity Performance Report.

The report shall include:

- Number of Impact Statements completed
- Actions taken
- Outcomes achieved
- Remaining disparities
- Recommendations

Section 7. Compliance

Failure to complete a required Racial Equity Impact Statement shall render consideration of the matter procedurally incomplete and require postponement until compliance is achieved.