



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
REGULAR MEETING
THURSDAY, MAY 2, 2019
6:30 PM – 8:00 PM
CITY HALL
COUNCIL CONFERENCE ROOM
280 MADISON AVENUE NORTH
BAINBRIDGE ISLAND, WA 98110

AGENDA

1. CALL TO ORDER / ROLL CALL / ACCEPT OR MODIFY AGENDA / CONFLICT OF INTEREST DISCLOSURE
6:30 PM

MEMBERS: JAMES FRIDAY, CHAIR
 SUSAN WILMOT, VICE-CHAIR

 KIAN ASHABI BRENDA FANTROY-JOHNSON
 JANNA CHAN SAVANNA ROVELSTAD

COUNCILMEMBER LIAISONS: JOE DEETS RASHAM NASSAR MATTHEW TIRMAN
2. PUBLIC COMMENTS – 5 MIN
3. ADMINISTRATION
 - A. ACCEPT OR MODIFY AGENDA
 - B. CONFLICT OF INTEREST DISCLOSURE
 - C. ACCEPT OR REVISE MEETING MINUTES FROM APRIL 18, 2019
4. NIXLE TOOL CONVERSATION – 20 MIN
5. CODE OF CONDUCT REVIEW – 5 MIN
6. MISSION STATEMENT REVIEW – 5 MIN
7. YOUTH OUTREACH SUBCOMMITTEE: REPORT OUT – 15 MIN
 - A. FOLLOW-UP FROM BISD SUPERINTENDENT
 - B. SCHEDULED MEETINGS (E.G. MULTICULTURAL ADVISORY COUNCIL, ETHICS BOARD)
8. STANDARDIZED INTERVIEW TEMPLATE: UPDATE FROM BRENDA – 10 MIN
9. RETF CHARTER: MAY STUDY SESSION CONVERSATION – 5 MIN
10. MISCELLANEOUS – 20 MIN
 - A. JAMES AND KIAN TO ATTEND 5/9 PUBLIC SAFETY COMMITTEE MEETING TO MAKE RECOMMENDATIONS FOR NIXLE TOOL USAGE
 - B. SHOULD THE RETF PUT TOGETHER A RECOMMENDATION FOR PUBLIC SIGNS INDICATING THAT BAINBRIDGE IS AN INCLUSIVE PLACE?
 - C. CITY EVENTS: THE ROLE RETF CAN PLAY TO ENCOURAGE THE CITY TO FOCUS ON BUSINESSES THAT EMPLOY MORE PEOPLE OF COLOR TO ATTEND CITY EVENTS
11. COMMENTS FOR THE GOOD OF THE ORDER – 5 MIN
 - A. AGENDA SUGGESTIONS
12. ADJOURNMENT
8:00 PM



MINUTES

The meeting was called to order at 6:00 pm.

Task Force members present: Kian Ashabi, Janna Chan, Brenda Fantroy-Johnson, James Friday, Savanna Rovelstad, Susan Wilmot

City Council Liaisons present: Joe Deets, Matthew Tirman, Rasham Nassar

The agenda was accepted as written.

Conflict of Interest disclosed: Joe Deets was asked by a citizen to step down from the task force; the complaint is in front of the Ethics Board.

Accept or revise meeting minutes from April 11, 2019

- Brenda: Can we clarify the sign wavers under the subcommittee report?
 - Savanna: This is in reference to a woman waving a sign on the sidewalk
- James: We approved council member Deets' membership on this task force.
 - Can we clarify what the Pacific NW cohort from the GARE subcommittee is?
 - Janna: If the city becomes a member, we have the option of joining a regional cohort.
- Motion to approve the minutes as amended
- **Next steps: revise minutes and send to James.**

Code of conduct review

- Sue: I don't see a specific code of conduct for meetings in the city's document.
 - Sue read a draft sample of a RETF code of conduct. The purpose of the code is to identify certain people to address violations of the code.
 - Council Member Nassar: Be very specific in the code. Consider having standing RETF members play this role or rotate.
 - Council Member Tirman: For simplicity's sake, I recommend that the designees be the chair and co-chair because they have the authority.
- Brenda: I propose we have norms and practices from Glen Singleton's book for the public and for RETF members. I feel like this was not done at previous meetings.
- Council Member Deets: The council is struggling with this issue ourselves. We have a special meeting dedicated to ethics on April 30 at 6:00 pm.
- **Next steps: Brenda will send draft language to Sue to incorporate.**

Youth Outreach Subcommittee: Report back from superintendent meeting

- Savanna: We had a meeting with Superintendent Peter Bang-Knudson. James took Sue's place at the meeting on 4/16. He was accompanied by the associate superintendent Sheryl Belt. We requested data and they pointed us to a website. We are awaiting logins. The school is downsizing now but plans to hire more diverse teachers when they start hiring again. The school has surveillance cameras on buses. Bus drivers' role is to drive the students safely. It is not their role to control behavior on the bus. There is a code of conduct for athletes and the band when off campus.



- Council Member Tirman: I will put you in touch with Carey Schmidt who is a WEA union rep. Mr. Rice is now the teacher liaison to the diversity and GSA club.
- Kian: We threw a lot at him. We did get some answers, but there's still a lot to be done regarding minority students. There is anti-bias training for all staff members. There was Native club and brothers and sisters united club and now it's the diversity club. It's mostly social, but now includes white students. There is a faculty advisor. An issue that came up a lot is a safe learning environment. When I attended the school there was a lot of racist bullying directed at me and my friends. It was often not reported.
 - Sue: Who provides the anti-bias training? It's a state-mandated training.
- James: The data on the website is disciplinary statistics, students groomed to take the GRE, dropout rates, etc. No monitors on the bus. The superintendent talked about the difference between free speech and malicious intent. There are different disciplines based on conduct. There is a website for anonymous reporting.
- **Next steps:**
 - Kian will type up meeting notes
 - Follow-up with superintendent for access to data website
 - Schedule a meeting with the Multicultural Advisory Committee: Sheryl Belt
 - Add all meetings to shared Outlook calendar

Mission and Vision Statement review.

- Brenda: can we change "solutions" to "recommendations"? I'm not opposed to this language so long as we recognize that we are being stronger than where we might land.
 - Can we replace anti-racist with equity?
 - Sue: Let's just remove anti-racist.
 - Kian: "anti-racist" feels too radical and can be off-putting for others
 - Janna: I will revise, and we can discuss at the next meeting.
- Council Member Nassar: This is an interim committee working toward building a charter for a standing committee.
- Motion to adopt Vision Statement as written
- **Next steps:**
 - Janna: Email Roz to put the vision statement on the website. Revise mission statement for re-review at 5/2 meeting.

Charter

- Current status
 - Council Member Nassar: There are targeted assignments you take on then they go away. Then there's the type of work that our committees take on. You are here to advise the city council as work turns up. We are utilizing the climate change committee regularly. When I look at the city, I see an absence of this type of resource. A healthy way to bridge this gap and involve more people is through this committee. When certain policies are before council it might make sense to submit to a standing committee.
 - Citizens Academy: This is a way to bring more people into the political process. A way to target racial issues is to make the council more inclusive and diverse.



- Council Member Tirman: When you look at the top of Seattle or Tacoma's bills they have a question of whether or not it meets race equity goals. I regret not having the RETF when passing the levy bill. We would have likely changed the bill or not passed it.
- Council Member Tirman: we will have a discussion about the Suzuki affordable housing project in late May/June. It would be powerful to have RETF weigh in on the discussion / policy. It will be high level. This could show a result of what this group could offer in the future regarding policy.
- Data needed to support charter development. Interviews with:
 - Senior Center
 - Chamber of Commerce
 - Other city committees – e.g. Multi-modal Transportation, Ethics Board
 - **Council Member Deets will send introduction to the Ethics Board to Brenda**
 - Helpline House
 - Housing Resources Bainbridge
 - City data: **Send list of data needs to city council members (human resources, contract and procurement)**
- **Next Steps**
 - Create a standardized questionnaire.
 - Brenda: Send questions that have already been asked; collect questions from race equity groups; compile a master questionnaire.
- Race Incident Reporting and Nixle Tool conversation
 - Public Safety committee is the entity that deals with the police
 - **Next steps:**
 - City Council will request that a city employee (likely a police officer) share what the Nixle tool can do at the 5/2 meeting
 - Kian and James to attend 5/9 6:00 pm Public Safety Committee meeting to discuss Nixle tool

Miscellaneous

- Should the RETF put together a recommendation for public signs indicating that Bainbridge is an inclusive place?
 - Good conversation to have with business (BIDA), get public support, need permission from WSF.
 - Table conversation until May 2 meeting and prioritize

Comments for the good of the order

- Agenda suggestions for 5/2 meeting
 - Code of conduct



- Should the RETF put together a recommendation for public signs indicating that Bainbridge is an inclusive place?
- RETF attendance at 5/9 Public Safety Planning Committee meeting to discuss Nixle tool
- Youth sub-committee report out
- Review updated mission statement
- Schedule a study session dedicated to the charter
- Discussion: Should we extend this RETF?
- City events: The role RETF can play to encourage the city to focus on businesses that employ more people of color to attend city events (moved from the 4/18 meeting due to lack of time)
- Public comments:
 - Carol – if there is anyway the interfaith council can help, we very much want to help and be involved
 - Bainbridge High School is closely monitoring this work – it is influencing another generation, laying pioneering work. There are a lot of students looking at this.
 - Erin Phillips: Re: Citizens Academy – please think about the word “citizen” – it’s language that would not apply to certain populations such as immigrants. Look at the social justice initiative in Seattle for sample questions for our questionnaire. Erin can introduce RETF to someone.
 - Look at the intimate relationship this committee should build with the public safety committee – policing and school resource officers. We have racial profiling on this island. What we do is an important resource for that committee and an opportunity to provide more information. Pay attention to this committee and participate.
 - There are only two months remaining for this committee. Consider bringing a motion to extend committee.
 - Does the city council receive any DEI training? No – just Ethics Board.
 - Recommendation that all city staff receive cultural competency training.
 - Yvette Bronalenior has stepped down from the RETF. The chair and council liaisons may now restart the process.
 - Savanna: This committee concludes in two months. Does it make sense to bring on a new person?
 - James: We need more people/capacity to support the work we’re doing.
 - Council Member Nassar: The city manager can provide more information on how to proceed.

The meeting adjourned at 8:00 pm.

Draft Date: May 2, 2019

Mission Statement

The Bainbridge Island Race Equity Task Force is committed to building awareness, solutions, and leadership for racial justice by generating transformative ideas, information, and experiences. We define racial justice as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. We achieve our mission by:

- **Community Engagement:** Listening to the needs and concerns of our neighbors with compassion and sharing our knowledge.
- **Continuous Learning:** Deepening our understanding of institutional racism and how it impacts racial equity on the island. Improving our skills in countering racism and organizing for racial justice by tapping the knowledge of experts and jurisdictions who have undergone similar work.
- **Advocacy and Activation:** Creating opportunities for organizers, individuals, groups, organizations, institutions, and businesses to invest in interrupting racism, bigotry, and prejudice whenever encountered.

Vision Statement [approved]

The Bainbridge Island Race Equity Task Force envisions a society where all systems (e.g. education, criminal justice, health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential. We believe in the dignity and humanity of all people and strive for a healthy and prosperous community that promotes all people having equitable access and opportunity.

Questionnaire: Racial Equity & Inclusion Discovery

Goals of the questionnaire:

- Understand our collective awareness on racial equity and how it impacts our community
- Understand collective awareness of your [committee, organization, business]'s efforts around racial equity

Questionnaire results will be confidential. No identifying information will be connected to an individual's response and all personal statements will be anonymous. Aggregate results (never individual data) might be shared publicly in service of our education goals.

Grounding Definitions:

Institutional racism:

Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates than their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color.

Interpersonal/individual racism: Individual racism can include face-to-face or covert actions toward a person that intentionally express prejudice, hate or bias based on race.

Structural/systemic racism: A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist.

1. How would you describe your basic level of understanding of concepts related to racial equity?

2. How would you describe your [committee/organization/business]'s commitment to racial equity?
3. Do you think it is valuable to examine and discuss the impacts of race on your work? If so, why? If not, why not?
4. What are measures, if any, your [committee/organization/business] has taken to address racial equity?
5. Have you personally taken measures to advance racial equity in your body of work?
6. What are supports that would encourage you to become more active in advancing racial equity?
 - I had more information so I knew what to do
 - I received training
 - I had more time
 - I had the support of my colleagues
 - I felt that I had a more supportive environment
 - I received acknowledgement on the work I do to advance racial equity
7. Within your [committee/organization/business] how would you describe the comfort level you and others have around talking about race?
8. Does your [committee/organization/business] have tools available to address racism? If not, is this something that would interest you? If yes, why? If not, why not?
9. Do you think it is valuable to examine and discuss the impacts of race on your [committee/organization/business]?
10. Can you describe the level of participation and support your [committee/organization/business]'s leadership invests in conversations about racial equity?
11. Does your leadership communicate the importance of addressing racial inequities and achieving racial equity?
12. Does your [committee/organization/business] provide the resources necessary for addressing racial disparities and achieving racial equity?

13. Is your [committee/organization/business]'s leadership equipped to participate in internal and external conversations around race?
 14. Does your [committee/organization/business] create an environment where everyone has equal opportunities to advance?
 15. Has your [committee/organization/business] taken concrete actions to increase equity in team processes and infrastructure? For example, such as in contracting and procurement (i.e We have prioritized minority-owned businesses etc.), hiring, communications, etc.?
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What can the RETF do to support your efforts in advancing racial equity?

What can the RETF do to advance racial equity within city government and broadly in the community?