



CITY OF
BAINBRIDGE ISLAND

RACE EQUITY TASK FORCE
REGULAR MEETING
THURSDAY, JULY 11, 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
JANNA CHAN

BRENDA FANTROY-JOHNSON
SAVANNA ROVELSTAD

COUNCILMEMBER LIAISONS:

JOE DEETS

RASHAM NASSAR

2. PUBLIC COMMENTS – 5 MIN

3. NEW RETF MEMBER SELECTION

4. JULY 4 DEBRIEF

5. REPORT BACK FROM GARE AND PEOPLE'S INSTITUTE PRESENTATIONS

6. DISCUSS RETF "PURPOSE" AND NEW CITY COUNCIL "SCOPE OF WORK"

7. FARMER'S MARKET UPDATE

8. SIGNAGE SUBCOMMITTEE UPDATE

9. ETHICS BOARD MEETING REPORT OUT (FROM JUNE 17)

10. DISCUSS REACHING OUT TO COMMUNITY GROUPS

11. REVIEW PUBLIC EMAIL PROCEDURES

12. AGENDA ITEMS FOR AUGUST MEETING

13. COMMENTS FOR THE GOOD OF THE ORDER

14. ADJOURNMENT – 8:00 PM

Scope of Work

1. Develop a series of events through the end of the year designed to promote awareness and raise the community's level of engagement around race and to encourage a dialogue between Bainbridge Islanders and its elected officials on this topic.
2. Task Force will invite the Government Alliance on Race and Equity (GARE) and the People's Institute Northwest to first come and meet with the task force and then we will have a study session discussion.
3. Task Force to provide a series of recommendations to City Council on ways in which the City can help the community become a more inclusive and responsive community when it comes to addressing racial inequities.



Minutes

1. Call to Order / Accept or Modify Agenda / Conflict of Interest Disclosure

The meeting was called to order at 6:35 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 Comment

- Cindy Anderson: The entire city government should be able to work in a non-harassing environment. There was a racially insensitive sign on the back of a police car. This would make it difficult for any person of color to be working there. Chief sent a message for everyone to take anything extra off their car, but concluded his message saying that no one did anything wrong. I would like to ask the chief if that's his personal opinion or was that passed through the chain of command. What is the city's policy regarding placing racially insensitive messages on city property?
- Sal DeRosalia: What is the recourse if someone brings a complaint to the code of conduct.
 - Sue: There is no recourse. You contact the designees.
 - James: We will respond to the complainant that the situation is being dealt with.
- Charlotta Rovelstad: I would like to second the concern regarding the decals on police cars. RETF should address this and share with the community your response.
- Ariel Armijo: There needs to be transparency – what happens if someone complains? I've been requesting public records and there is no official framework if an officer does something insensitive. There is no counseling or coaching, and this feels disingenuous. There is no official documentation.
- Karen Vargas: Years ago we formed a racial equity task force. When I went to get the records from the police the station said they don't keep records beyond 7 years. These records indicate how often these instances are happening – this allows us to track the history of these incidents. We need to make sure these records are kept. I was told they only keep records of murders. How are we really looking at these incidents and addressing them if we don't have records?
- James: The RETF has been developing a procedural manner about how to deal with these incidents. For instance, we will forward them to city departments that are more prepared to deal with them (i.e. legal implications). We're in the process of keeping an active correspondence going. We just went through a meeting to identify procedures to address these issues. This process is retroactive.
 - Brenda: We are committed to addressing every complaint.
 - Council Member Tirman: This is not an investigatory body. We are awaiting recommendations from the partner organization we sign on with.
 - Council Member Nassar: Regarding the nature of some of these recent discoveries, the city manager called them "legally sensitive" which requires internal handling – police department and union.
 - Ariel: If there's ongoing litigation does that affect an open records request?
 - Council Member Tirman: Yes
 - Council Member Deets: The city clerk will identify what is available and what is confidential.

3. Accept or Revise Meeting Minutes from April 18, 2019

- Minutes accepted as written



4. Facilitators - Review recommendations for potential facilitators to bring into a study session

- No additional recommendations at this time

5. Common Ground Networking – Brenda

- Brenda: We had different people and committees going to folks with questions and decided to standardize the questions. Is there a common location where we can save internal documents (share drive)?
- Council Member Tirman: In your city account there are share drives. The city admin can also set up a private box for everyone. One of us will follow up with Brenda on this.
- **Action Steps:**
 - **City council liaisons will follow-up with Brenda regarding access to a share drive.**

6. Public Safety Committee: Opportunities for RETF counsel/involvement

- Council Member Deets: James and Kian attended the last meeting. We're undergoing changes with a lot of our committees including expanding membership for all council members to be more inclusive. How would we work this with RETF and other committees? I would like to see more cross-working with all task forces and committees.
- James: We enjoyed the opportunity to meet with the committee. We found there was a lot more information we could gather and decided that a RETF member should attend the quarterly meetings. We are visitors there – we don't get to change policy. We want to attend as a member of the public, but welcome being introduced to the committee ahead of the meeting.
- Sue: It would be nice to get a list of committees and when they meet so we can organize and schedule attendance. We identified committees of interest: Public Safety (Kian), Planning Commission, Ethics (James - every third Monday), Cultural Funding (Brenda - meetings start in the fall, \$300k allocation), Lodging Tax Committee (Sue - starts in the fall - \$270k allocation).
- Council Member Tirman: There's a webpage that shows all committees and meetings. We can introduce you to the chair and vice chairs.
- Kian: We got to see the larger picture of what's going on.

7. Signage: Should the RETF put together a recommendation for public signs indicating that Bainbridge is an inclusive place?

- Brenda: We should develop an inclusive sign that is not specific to one group. I like: "We welcome everyone."
- Sue: I want to make sure it's not just for visitors – it's for people who live and work here, too.
- Kian: I was originally opposed to the sign because I thought it was superficial and masking a real problem. I'm not completely opposed anymore. We should put our watermark on it. Can we create a sign that says: "I'm being discriminated against – the RETF can help"? This allows us to show who we are and the resources available to people. This is stronger than just saying "we accept everyone". This is asserting the RETF through signage.
- James: I propose a sub-committee is created to look into signage.
 - Proposal to create a subcommittee passes.
- **Action Steps:**
 - **Brenda and Kian will be subcommittee members.**
 - **Develop a plan, locations, messaging, process, etc.**
 - **Janna will be their critical friend.**



8. City Events/Outreach: Opportunities for RETF presence at city events; recommendations for new events or guest speakers to grow race equity awareness – e.g. July 4th Fair, Farmer’s Market

- Brenda: The Grand Old Fourth deadline is June 14 to get a booth. We would fall under information only. The price is \$100.
 - Motion to staff a booth at the event passes
 - Attendance: Sue, Brenda, James, Savanna
- Sue: Can we share space with another city booth?
- Farmer’s Market: We will table a motion to staff a booth after we debrief the July 4 booth.
- **Action Steps:**
 - **Council liaisons will check with city manager about sharing the city’s booth and budget to create a banner and outreach card.**
 - **Janna: Send information to city council/city comms manager for the development of an outreach card: Mission, Vision, meeting times, website address**
 - **Farmer’s Market: Brenda will look into space availability. Brenda and Sue volunteer to staff the booth.**

9. Process for handling inquiries from the public

- Sue: Complaints involving the city are forwarded to liaisons. James will respond to complainant that it has been received and forwarded.
- Brenda: We need a formal written process.
- **Action Steps:**
 - **Sue will write out the process and send to Roz to share out to the RETF for feedback.**

10. “Citizen’s” Academy

- City council report out from retreat
 - Council Member Nassar: There is broad support from the city council. We discussed two recommended versions – short course (2-3 courses) long course (15 weeks). Morgan took our feedback and will bring back for further discussion. The RETF role will be discussed at city council and city manager level. RETF is welcome to listen to the conversation when it comes back on our agenda (the next study session). The recommendation will be for the RETF to play a role in this.
 - Council Member Tirman: The intent is to increase knowledge of city government to bring more people into the fold.
- Renaming
 - Council Member Nassar: This will part of the details of the council discussion. None of the examples from other cities used the word “citizen” – it will be up to us to decide the name.

11. Data Collection Update

- Motion passes to pause data collection.
- Kian: Juvenile crime stats are from the past few months. I requested data from the police department from year 2000 on and did not receive it. You cannot see any personal information regarding the incidents.



- United Brothers and Sisters: Contacted Peter and he referred me to Cheryl. The club is not meeting now, but there is a graduation for Native American students this Saturday at 4pm at BHS.
- If we want to understand racism on the island, we would need to conduct a survey ourselves.
- James: We would need to go through multiple channels to do this.
- Savanna: James sent me info on BHS and there is nothing there that we need to know.
- James: We're trying to gather this data and it's outdated or unavailable.
- Sue: There's limitations on the data we're looking for.

12. Youth Mental Health – Council Member Tirman Report Out

- Council Member Tirman: The city council was presented with a proposal from Kitsap Services and Bainbridge Youth services – we were underwhelmed with how the city would fund youth mental health services. The proposal was not representative of the equity we're trying to build on the island. We formed a council member task force (Council Member Tirman, Council Member Nassar, Council Member Deets). We will meet with Kitsap Services on June 24.
- James: Is there a program in place to provide meals for kids during school break?
 - Council Member Tirman and Council Member Nassar: We are unaware of any programs to provide meals over the summer.

13. Agenda items for July meeting

- Tentative meeting: July 11
- July 4 booth debrief
- Report back from GARE and People's Institute
- Farmer's Market Update
- Signage Subcommittee update
- Ethics committee meeting report out (from June 17)
- Discuss reaching out to community groups
- Discuss RETF purpose
- Review public email procedures

14. Comments for the good of the order

15. Adjournment

The meeting adjourned at 8:08 pm.

James Friday, Chair

07/11/19