
THE RACE EQUITY TASK FORCE WILL HOLD THIS MEETING USING
A VIRTUAL, ZOOM WEBINAR, PER GOVERNOR INSLEE'S
"STAY HOME, STAY HEALTHY" ORDERS

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TELEPHONE: 1 253 215 8782

WEBINAR ID: 910 1726 6119

AGENDA

1. CALL TO ORDER/ROLL CALL/ACCEPT OR MODIFY DECEMBER 16, 2021 MEETING MINUTES/ CONFLICT OF INTEREST DISCLOSURE/CODE OF CONDUCT
6:00 PM
2. SUQUAMISH ANCESTRAL LANDS ACKNOWLEDGMENT
3. THANK YOU COUNCIL LIAISONS RASHAM NASSAR & BRENDA FANTROY-JOHNSON AND WELCOME CLARENCE MORIWAKI
4. PUBLIC COMMENT – 10 MINUTES
5. SUBCOMMITTEE PROGRESS – 35 MINUTES
 - A. FINANCE
 - B. LAW AND POLICY (5 MINUTES)
 - C. EVENTS AND OUTREACH
 - D. TRAINING AND GARE
 - E. STRATEGIC PLAN (30 MINUTES)
 - F. CLIMATE CHANGE EQUITY LENS
6. PLANNING COMMISSION SELECTION PANEL –5 MINUTES
7. FOLLOW-UP DISCUSSION ON KITSAP ERACE #NOBIPDEXPANSION PRESENTATION – 10 MINUTES
8. RECAP OF MLK EVENTS – 5 MINUTES
9. FOLLOW-UP ON REAC ITEMS – 5 MINUTES
 - POSTING FOR POSITION 4
 - KYLE RITTENHOUSE VERDICT RESOLUTION
10. CITY COUNCIL MEETING REPORT – 10 MINUTES
11. GOOD OF THE ORDER – 10 MINUTES
12. ADJOURNMENT

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. Advisory Committee 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. Advisory Committee 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.



CITY OF
BAINBRIDGE ISLAND

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 the Chair and Vice Chair.



dx^wsəq^wəb

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



Minutes
Race Equity Advisory Committee
December 16, 2021

CALL TO ORDER

Present: REAC members Deanna Martinez, Eric Stahl, James Friday, Jing Fong, Peggi Erickson, Savanna Rovelstad, Sue Wilmot. Liaison Brenda Fantroy-Johnson

Excused: Renni Bispham

Minutes were approved.

CONFLICT OF INTEREST

No conflict of interest was submitted.

PUBLIC COMMENT

There was no public comment.

SUBCOMMITTEE PROGRESS

Finance

Eric will get back to James about how to process expenses for the buttons.

Law and Policy

Form and process for parties requesting to address REAC or for REAC to take action.

- Have a link on the website that connects to a REAC mailbox.
- The request automatically goes to the full committee.
- The chairs acknowledge the request and provide an initial response within five days, and then either accept or reject it within 10 business days.
- AMENDMENT: If the chairs don't take action on the request within 10 days or if it's rejected, REAC members can move it to the agenda of a later meeting. Note: This appeared in the most recent version and was approved.
- REAC reserves the right to grant or deny a request.
- The request will be reviewed and evaluated using the following criteria: 1) consistent with the committee's purpose, responsibility, and governing documents; 2) related to current race equity issues; and 3) the topic is within REAC's expertise.
- The evaluation criteria will be shared on the website, so requesters know ahead of time what we're interested in.
- Would like to get this approved tonight so Roz can work on logistics for getting the form up on the website.
- The Intake/Request for Action form as amended was approved.

Events and Outreach

Liaison Brenda Fantroy-Johnson briefed REAC on the Martin Luther King Day

- Blair (King) has been talking to the owner of Bainbridge Cinemas and the owner has agreed to let the city and REAC use the cinema to show the movie Selma for Martin Luther King Day. Normally, they would charge \$300 but he's going to waive the fee.
- We're trying to find someone who may have some ties to the march for pre or post-discussion of the film.
- Film screening will be on Jan. 17th. Time TBD

Blair:

- The theatre owner is waiting to hear from the studio on the availability of the movie.
- I think we can start building a program around the screening. The owner has been very gracious; we didn't anticipate the film would be free to the public.
- REAC can work on a guest list to invite and work on a program in the next couple weeks because January is going to be here very soon.

Peggi reads email from BIMA:

*Inviting your organization to be part of the program for the MLK Community Celebration on Sunday January 16, noon to 4, including a march and community art installation.

*Would your organization be interested in having a three minute slot to offer up words about your work and the legacy of Dr. King's hopes for social justice, peace, and diversity? This portion of the program is scheduled for 1:30 to 3, live in the Frank Buxton Auditorium at BIMA. Please let us know by Monday December 20 if you are interested and available, then we will contact you for further details and get you the docket.

Brenda: I'm hoping that REAC will create the program. The plan is to have a courageous conversation before the meeting. I'm hoping we can talk about the things that REAC has accomplished, and what we're trying to accomplish by working with the city. Hopefully, there'll be some people there that can give some historical context to the events.

Peggi: If any of you would like to attend the MLK planning meeting, it is Wednesday morning 10 o'clock at BIMA bistro. I'll share the Zoom link.

Training and GARE

Peggi briefed REAC on a GARE training:

- GARE's annual membership meeting or conference is happening April 19 to 21st. You should have received a notification.
- Registration is now open. It's an in-person conference with an online option.
- We should put this conference on next meeting's agenda to discuss whether we want to attend in person or online and how to handle financing? Will city cover this or do we use money from REAC's education budget?
- Peggi will send a link about the conference or report at the next meeting the registration fee

Strategic Plan/Work Plan

Jing: Deanna and I met with Blair with regards to REAC's advisory resolution and strategic plan. Blair agreed to look at the content of both the resolution and the strategic plan. We will anticipate his feedback and then hopefully move on to introduce that information to city council.

Climate Change Equity Lens

Deanna: There's an equity and inclusion climate action planning webinar that may be worth looking into outside of GARE training and includes credit hours. One of the reasons I think this webinar is good is because I was able to hear our new climate officer Autumn Salamack.

I'm always disappointed with climate stuff because I'm a firm believer that Indigenous leadership more than anyone knows more about this topic. I was really happy that I heard Autumn speak on her shoreline work. It gave a much better look into who we have on board and actually made me feel a lot more comfortable after I heard her speak on all of the things that she had knowledge about.

I was happy to see a certain amount of confidence come out of Autumn in knowing what equity actually means and what that actually looks like in a variety of situations.

Meaningful relationships are the only way to move forward. I was really pleased to hear her talk about that the way that they got to their problem solving was listening sessions. It's good to know that you know there's another ally in in our city government that has an understanding and can help model this.

I will send a link. Even though it was focused more on equity planning in regards to client summit, a lot of the information applies across the board.

I just received an email from Michael Cox. We were able to catch up on the phone a little bit to get past some of the previous discomfort. It's always easier to just rip that band aid off, say we probably should have done this and then move forward. That was good accountability. Michael is talking about reconvening the first week in January.

Blair: Here's something the committee may be interested and consider becoming involved in. There are two ordinances to deal with waste reduction and plastic reduction. One becomes effective January 1, 2022, and other become effective January 1, 2023.

The first is currently targeted towards retail food restaurant outlets—there are about 80 to 90 of those on Bainbridge Island. We have a coalition of Zero Waste Bainbridge, the Chamber, and Downtown Association working to educate the businesses.

Based on my experiences, these regulations can have a bit harder impact on certain businesses. Although these businesses want to cooperate, sometimes they find it more difficult— and that is the smaller typical immigrant type of restaurants. We have applied for a grant to help provide education on the Jan. 1, 2023 ordinance. We also have a program to assist early adopters of the regulations.

I would welcome input on how we can make sure we're reaching out to and helping out smaller, Mom-and-Pop immigrant businesses. Based on my experience, these businesses have a little bit harder time complying than some of the deeper-pocketed businesses. We want everyone to be successful.

I think that REAC can help come up with a work plan to make sure we're bringing everybody along and maybe even giving a chance for some of those smaller business be early adopters who take advantage of the grant money we're looking at.

The first ordinance becomes effective here on January 1. The basic idea is that we want to discourage disposable use (chopsticks, individual condiments), even if they're recycling plastics and to encourage reusable pieces.

The second ordinance requires that compostable material be used, whether they be take home containers, plates, cups, or silverware. There will be a charge for disposables. Silverware and plates require dishwashers. This requirement applies to all businesses.

We want to bring everybody along. Certain people and businesses will find it easier to comply. We want to make sure we're communicating; we can hold their hands and get them there.

Jing: What would be most helpful to you when you're reaching out?

Blair: Basically, using local knowledge to identify mobile food trucks, certain type of takeout businesses where we know the proprietors will be minorities or immigrants and making sure that they have information they need. Also, friendly faces communicating with them, making sure they're complying, and that restaurant suppliers are giving the information they need.

What REAC could do: Look at our implementation plan, sit in on a meeting with Zero Waste Bainbridge, the Chamber and the Downtown Association to make sure that perspective is there. That is my concern.

I have a soft spot for the mom and pop business. I know how hard they work, and I want to make sure that we have not put them at a disadvantage in this effort to improve the environment.

James: Has there been an impact study on the effect this will have on small business on Bainbridge? Will the farmer's market be affected by this waste reduction law?

Blair: I'm hesitant to speak because I don't know. Maybe Zero Waste Bainbridge or the Chamber has been involved in this. We're in a spot now where we want to communicate and help people comply, to make sure that we have a full range of eyes that can see the pitfalls that people might have so we can get to them early and help them out.

James: Is there going to be a big rollout for the public to know that this is coming? Will there be an article in the Bainbridge Review? Or a forum where people can come and understand what type of impact this is going to have on businesses?

Deanna: I wanted to let James know that the city council is talking about this. I think the businesses mostly seem to be aware at this point because I know that I was.

I wanted to get clarity around the grants. What kind of contact has already been made to the folks that you're wanting to reach? Are they aware of the two ordinances?

Blair: We have a concept to increase promotion and a second program which might involve actual cash assistance to businesses, especially businesses that agree to be early adopters. The grant for this has not been awarded and the details are not there.

If we do a grant program for early adopters, it would be nice to provide financial systems to help them buy supplies or a dishwasher. We want to make sure that we have the full range of businesses on Bainbridge island. I would like to make sure that we do not leave out businesses that are owned by minority immigrant owners in as early adopters.

How can REAC help? I would like someone from the committee to join the coalition of people that we have for helping to educate and promote the ordinances to the business. So, to answer your question, Deanna, you're right about that businesses are aware, but it's the level of awareness and also, the responsiveness to the to individual specific needs.

James: Will there be a presentation to the public, so this isn't a big surprise? Why hasn't REAC been a part of this process of developing this this plan?

Blair: All 90 business have been individually contacted. One of the things we're working on now is making sure that the public supports/patronizes the businesses these businesses that comply. We want to do everything we can to mitigate any potential for disproportionate impact.

Jing: Would you please let us know when Zero Waste, the Chamber and the Downtown Association meet, if our presence is welcome?

Blair: Yes, I'm going to do that and Ellen's going to remind me.

Peggi: I think this is a really great example of why we should develop a race equity lens and get the Council to adopt it. I wonder if that impact statement might have been written before this law was implemented if we had looked at *Who is most impacted?* through a race equity lens. If a race equity lens were part of the process of bringing a new regulation to the island some of those questions would already be answered.

Let's continue to promote that, and I'm sure that Scott, with his work with the city, is probably pointing them in that direction. We need to do to make sure that a raise equity lens is being used anytime we make policy, a law or anything like that.

FOLLOW-UP ON KITSAP ERACE #NOBIPDEXPANSION PRESENTATION

Deanna: My understanding is that they are asking us to join them in asking the city to have a police needs assessment. It seems good to have all the information on something before making a decision on it. I'm of the mind that if any mistakes have been made and we can still correct them, then we should.

The city of Salinas (California) had done a police needs assessment. I wonder if we need a whole community needs assessment versus just the public safety part to ground us in what we actually need. It'd be really nice if the city would agree to do a community needs assessment that involves public safety.

James: There have been millions of dollars done on assessments of the property. If we really want to be thorough about this, we need to get someone in there to look at what they have already assessed and not go back and try to rewrite this or spend more money on things that have already been done. I don't know whether we as an organization are qualified for that.

Jing: I just wanted to clarify that what Kitsap ERACE wanted from REAC was to join them in asking the city council to 1) pursue an outside party to review the police/court facility project and existing policing needs, and 2) to ensure that the reviewer understands systemic racism and is able to meaningfully incorporate a race equity analysis. That's what they're asking from REAC.

I don't know what studies have been conducted. My hunch is that the studies have more to do with the building itself, but not necessarily with policing needs. I think what was missing for ERACE was the systemic racism and the race equity lens. They are asking us as an advisory committee to city council to advise City Council to do just that.

I did a little research to see what that might mean. I'm not comparing us to Culver City, but Culver City did have a review in October of 2020 of public safety services recommendations to advance racial equity and social justice. The study was to examine a potential reallocation of public safety services duties and responsibilities that could serve as a basis for potential reduction to the police budget. They were looking at policing needs through a race equity lens, and so I think that's what Deanna was saying. It's information, and I think some people can feel threatened by information.

James, I've also been here long enough to know how many different locations have been considered for new police building. I understand people are anxious but that's the building itself. And then Black Lives Matter happened, and George Floyd happened and views on police have changed. A race equity lens has become more prevalent, or at least us asking people to look at issues and decisions through a race equity lens. I think we have an opportunity to really step back and look at what that building could be used for.

It's not to say that it can't be used for a police station, but it's an opportunity to look at what the other needs are in the community. The key piece to the Culver City review was that it was looked at through a race equity lens and looking at advancing racial equity and social justice, which sounded promising.

Sue: A new police building has been in the works for years and this purchase happened in 2019, which was prior to us existing as the Race Equity Advisory Committee also prior to the racism that has come to light during the last administration and George Floyd. The pandemic has impacted a lot of folks and I really do believe that there needs to be a reevaluation of needs of our community and the use of that building. I do understand that the police have needed a new building for a long, long time, but the needs have to fit the community where it is now, not what they had plans for almost three years ago.

Eric: I have a question for our liaison. Brenda, I'm wondering what the next decision point is for the City Council. I agree 100% with everything that Jing said about where we are in the process, and what may

have happened before doesn't necessarily reflect the reality we're living in today. But I also want us as a committee to be kind of mindful of our own charter—where and when our advice might be well received. Can you enlighten us on where we are process-wise?

Brenda: Well, my understanding is that it's not a proposal request for a contractor to look at. What I'm trying to say is that we get a contractor to come in and look at what was done in the past. We haven't gotten the contractor yet.

Eric: Do we know what that contractor's going to do?

Ellen Schroer: Brenda is referring to a motion that was made last February, at which time the Council directed the city manager, who was me at that time. Now City Manager King is engaging a consultant to look at the process, which was used to procure the building, how that building was actually chosen and purchased. That contract has not yet come back to Council, but I know he's (Blair) actively working on finding someone to do that work and then to bring it back for Council consideration. That'll be the next time that the Council talks about it.

Another piece of work or body of work that that Council asked staff to work on with the city manager leading it is to just review and we get the project restarted. And that's also work that he's working on but hasn't come back to Council. We're looking at that when it gets scheduled in the New Year.

Eric: Okay, that sounds to me like there's still work to be done. My request to our liaison would be to convey that sense of the committee or this discussion we're having that it might be appropriate to have an assessment of the needs in light of everything we've been talking about and including police needs and community needs. Taking a look at what the building actually does through a race equity lens and look into the process it before it goes forward.

Brenda: I don't know if you know that I have to wait until it comes to council before I can suggest they do anything.

Peggi: I don't think we should put this on Brenda if we want to make a recommendation to the council. I think that we should send our recommendation to the council in writing. We recommend that they consider doing a community needs assessment, along with the policing assessment.

James: I propose that our Law and Policy Subcommittee draft a letter to the City Council stating our needs and our expectations to develop an equity lens to address this issue. It's not the duty of our liaison to do anything other than what we present for her to take to the Council. It is not her burden to make this happen for us.

Jing: This is a question for Brenda. Should the recommendation be in the form of a resolution or a letter?

Brenda: I think you might want to maybe direct an email to Blair so that you can get feedback from him on where he is in the process and in what form your recommendation should be.

Jing: So what you're saying is that it that our request may be more appropriate to him, as opposed to city council.

Brenda: Yes because he is the one that's working on this at this point.

Jing Fong: Okay, when you said that the city manager was looking at the process for how it was purchased what exactly does that mean?

Ellen: Well, the motion that was passed in February of last year, asked staff to look at the process that was used so how I interpreted that to be how the site was selected and then how the price was arrived that. That was the scope of that request.

The other thing I wanted to just offer is, this is a great a great example of why I'm here because I'll be able to reflect this conversation back to the city manager and then get back to you with his preferences going forward. In terms of what had the best way to communicate your request, Brenda's recommendation is accurate.

James: The issue that we're bringing up has nothing to do with the study that you're trying to achieve. We're trying to achieve an entirely different perspective of the usage of the building, like social services, not the price or development of the building. I feel like we're talking about something entirely different than what Blair has on his mind about the study.

Brenda: You're saying how much resources are going to be used for human resources, as opposed to police services. We're not even discussing this idea.

James: I do understand that, however, this gives REAC a unique opportunity to get in before those conversations. We feel like our equity lens would be a good tool for the city council to use before they get to that process.

Brenda: So then maybe it might be best for REAC to drop some information as to recommendations that they think the building should be used for before we get to that discussion. You communicate to Blair that this is the work you're working on. I agree these are two separate issues.

That's the best way to go forward is to have REAC continue working on what they think the building should be used for as far as resources. Ellen can communicate to Blair that that's what you guys are working on and how would he like that recommendation to come to him.

Jing: I don't necessarily think that we have a clear opinion about what that building needs to be used for. I think what we're asking is *What are the possibilities?* Look at it through a race equity lens and not look at it as just a building.

James had a really good point. Some of the race equity lens questions are very general and can be applied to almost any situation. In this particular situation, there will always be specifics that may drill down to what the community actually needs. I don't think we have a specific recommendation. I think there's just a lot of room for more information.

Peggi: I really like Deanna's recommendation to the council that they may want to consider doing community needs and police needs assessments and to use the race equity lens in their decision making. I like the idea of sending it over to Law & Policy. I think what we're talking about is broadening the scope and bringing equity and community into it.

James: I think we should put this on the top of our next agenda and keep this discussion going.

FOLLOW-UP ON REAC ITEMS

Notice for candidates to Position 4 (Kamara)

James: We would like to utilize the candidates that were already offered and ask them whether or not they would like to be a participate again. We also want other people to be able to apply. Is that the direction we want to go?

Ellen: We could post the position and solicit new applications and also continue to use to provide the previously filed applications. I'll work with Roz to get those advertisements ready and posted and then we'll follow the process that's in the code in terms of having liaisons and members of the committee through the selection.

Deanna: To clarify, Ellen, applicants that have already applied and have been interviewed they would not have to go through another interview process again?

Ellen: I think I would need to talk with the liaison to about that because it's possible that the same committee would not be part of the same Council members and the same members of the race equity advisory committee on the interview panel. You might want to consider whether that feels like the decision-making process that you're looking for.

Brenda: I would think we would want to interview them again and determine if anything's changed in their life. There'll definitely be different liaisons part of the interview committee.

Deanna: I'll bring up something uncomfortable but real for those that are more marginalized and interviewing with mostly White council members that do not have an actual understanding of equity the way some of us do or an understanding of supremacy culture or an understanding with lived experience. It is difficult to go through an interview in which those very same people are talking about your qualifications. I think it actually can be traumatic and harmful. I bring it up because I don't want to lose candidates from the BIPOC community who are saying they will absolutely not go through that interview process again. It's a challenge and a lot to ask some of these folks. I just want it to be a consideration.

Brenda: The interviews are conducted by the Chair and the co-chair and the liaisons.

James: I think the process is more than Brenda just stated because I think that the City Council whittles down the list of people before REAC gets an opportunity to interview.

Brenda: The pool of interviewees this last go around were likely interviewed by myself, Rasham, and James. I don't want to traumatize anybody by sticking them in a room full of all White people to ask them how they feel about diversity. We're trying to look at the people that we've had and see if they still have interest.

I think that you bring up a pertinent point. Maybe REAC can help to identify those areas that are uncomfortable for candidates. Places that can be updated i.e. presence in the community, not just professional qualifications. I think that's where the equity lens will do the most good.

When we're looking at the procedures and the policies that the city use, how are we putting up barriers? How are we traumatizing people when we don't mean to? That's definitely something that the city needs to know. I thank you for bringing that up.

Jing: If we are putting up barriers in our candidate application form, if there are questions that could be modified or deleted or replaced shouldn't we do that now?

James: This is mostly about the form, what people are being asked. Whether it's pertinent and whether or not it's fair, whether it marginalizes people, whether or not it's traumatic. Let's have the Law and Policy Subcommittee look it over and give us a breakdown of what they feel should be addressed.

Jing: If we are going to have law and policy review and provide any suggestions and then go before full committee that will be a delay in applications for the vacant position.

Eric: It should not delay the process that was already underway for the empty spot.

James: I agree that we need to get the position filled, but I do think we should also consider the process for the future. We want to make sure that people are comfortable, wanted, needed and welcome.

Peggi: We're going to use a race equity lens on our own process, absolutely.

Brenda: I was just about to say that. We can get feedback. It can be a parallel process

James: It would be nice at the exit interview to have some questions for candidates. We want to know that they felt comfortable through the whole process. It was fair.

Ellen: I just want to be clear that I'm hearing you correctly, that you would like us to post the position, using the current application. Once we post the position the application that we have is the one that will be live on the website for the Race Equity Advisory Committee.

You're referring this to the Law and Policy Committee for future work and then that would perhaps result in some recommended changes to the form.

James: Absolutely. We're also asking that after candidates go through the interview, there's some follow up to see how they felt about the process, if it worked for them.

Kyle Rittenhouse verdict resolution

James would like to move that to the next meeting.

COBI Connects

Peggi: We handed in our responses to all the questions to Kristen. It will come out late January.

CITY COUNCIL MEETING REPORT

Brenda: I was sworn in. We said goodbye to Rasham. Thank you, everybody who gave public comment, I thought that was really important given the role that she played for REAC.

I pulled two items off of the agenda for discussion and they both centered around our internal local agreement that we have with Kitsap County. One was for incarceration of city prisoners and the other was for juveniles. We don't have a place to hold people so when they get arrested, we take them over to Port Orchard. We pay Kitsap County the cost for that

The chief of police was available to answer questions. The questions I brought up were mainly around demographics: How many people are we holding a year? Who are they? How many arrests need to be held? What are their crimes? What's their ethnicity? My whole point for doing that was that every time we enter these agreements this information ought to be included so that the Council can track to not just who we are arresting but who are we holding.

We talked about the process for confirming Planning Commission appointments. The way that it's done now, the code states that the mayor appoints, and the council approves. That's different from the way that the city manager is used to doing it where he came from. My opinion is that in order to provide transparency, it would be great if the entire Council had a role in the interviews. It came up that these people may not want to be interviewed on public TV because all of our meetings are public. I kind of poo-poo'd that because when I got appointed, I was interviewed in public. Some of these committees are public positions and you're making decisions that are important to the public, so you ought to be transparent.

Ellen: The Planning Commission issue was forwarded for further discussion in January.

Brenda: There's also a draft resolution on county-wide planning policies that comes from KRCC. It takes a look at all of the cities in the county, and it determines their forecast for growth and how much growth it can sustain. There was discussion as to whether or not we were going to ratify. One person thought if we ratify the document, then we're not in control of our growth. The rest of us didn't believe that and the document was ratified.

A resolution was brought forth by Councilwoman Hytopoulos declaring a primary care health crisis on Bainbridge Island and put on the future agenda. There was discussion around that because when Swedish left— I believe the number was 1000 to 5000 don't quote me on it—people lost their provider.

I wanted to know what constitutes a crisis. I want some metrics that says, if this many people don't have a health care provider then it's a crisis. At this point, we have a voice to tell them (Swedish) we don't like something, but we can't make them do anything.

My understanding is they're not here because they're not making money here. The city would have to pay money to shore them up. If they've already decided they can't make money, why would we throw money after that? We directed the city staff to find out more information about this crisis and to bring it back to council (no specific date requested).

The next three meetings are canceled. Our next meeting is January the 11th. We will appoint a new mayor and deputy mayor. We also have on that agenda to consider the race equity advisory committees work plan.

Sue: I'd like to connect with you on the health care issues as a member of the union that represents healthcare workers in the county. I think that access to the provider is more important than actually having the providers.

Brenda: I agree because everybody can't go over to Seattle to find a provider.

Jing: How did REAC get on the agenda for a work plan? This is contradictory to Deanna's and my last meeting with Blair, where he mentioned that there's a meeting in March for new members. Work plans will be presented and Blair suggested that would be a good opportunity for REAC to present its 24-month work plan. Before we can even do that we need to present our strategic plan. I'm a little confused on how we got on the agenda for that.

Brenda: I just got the working draft for our future Council agendas, and I saw it was there. And you're right, Blair did say this workshop is coming up in March, and that would be the best time for that.

Ellen: You know that's a great question, I will have to follow up and see what the specifics are on that.

Jing: Ellen, when you and Brenda go back to Blair, we would really appreciate clarification on the process. Does council have to look at our strategic plan and approve that and then we put together a work plan? What is subject to approval by council?

Brenda: You don't have to wait for us.

GOOD OF THE ORDER

Joint meeting with Bremerton REAC.

Peggi: Is everyone available at 6 p.m. on the last Thursday of January 27 for a joint meeting with Bremerton REAC? Could we schedule that meeting? I recommend that we use our webinar format and have them be panelists with us for the discussions.

If anyone has ideas about the agenda, send email. I'm thinking this is a time to get to know each other, talk about some of the barriers and successes.

Jing: Would we like to use that as our second meeting of the month, rather than having to meet three times that month? Would we like to keep the meeting for the third week and not the first week of January.

Sue: Two consecutive weeks might be good, because we can recap right after the MLK event.

James Friday: One of my biggest concerns is that the public who follow us knows when we meet. How would we let them know of this change?

Deanne: Ellen or Brenda, the city council's had a lot of cancellations. How are people notified?

Ellen: If you are considering canceling a January meeting, do so at this meeting, so that I can get that posted appropriately and share on the website.

Moved, seconded and approved that REAC cancels its first January meeting and add a joint meeting with the Bremerton REAC on Jan. 27.

Tribute to Rasham and congratulations to Brenda.

Deanna: I just want to publicly state for the record, even though I haven't been on REAC for that the period of time James and Savanna were talking about—y'all were representing what is important to me. I saw how many times Rasham has gone to bat for equity and stuck with her integrity. I just want to state it publicly that previous to Brenda coming on the board, Rasham has been somebody that I could count on. I also want to publicly congratulate Brenda and say I am so happy that you are on that city council, that you're our liaison and that we get to continue to have your support.

Adjourned at 8:17 p.m.

James Friday, Chair 1/19/22

ACTION ITEMS

- Let BIMA know by Mon. Dec. 20 if REAC is interested and available to speak for up to 3 minutes at MLK event, Sun. Jan. 16
- Peggi: Send link about GARE conference or report registration fee next meeting.
- Deanna: Send link to climate webinar (Autumn S. spoke)
- Blair (Ellen): Alert REAC when Zero Waste Bainbridge, Chamber, and Downtown Association meet regarding ordinances on reusable restaurant supplies.
- Law & Policy Subcommittee: Draft email to Blair OR draft letter to city council about REAC's take on #NoBIPDExpansion's request for the city to do community needs (includes public safety) and police needs assessments and to use an outside consultant who understands systemic racism and is using a race equity lens in their examination and analysis.
- Law & Policy Subcommittee: Look over REAC candidate recruitment process for membership from start to finish. Review application form and interview process using race equity lens. Are there barriers? Does it marginalize or traumatize candidates? Include follow-up with candidates to get their feedback on the process. How did it (or not) work for them?
- Ellen: Follow up on specifics for REAC presenting its 24-month work plan prior to or at March 7 council retreat.