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THE RACE EQUITY TASK FORCE WILL HOLD THIS MEETING USING  
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TELEPHONE: 1 253 215 8782  
WEBINAR ID: 910 1726 6119

#### AGENDA

- 6:00 PM CALL TO ORDER/ROLL CALL  
Roll Call/Accept or Modify March 3, 2022 Meeting Minutes/Accept or Modify March 17, 2022 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 PM RECOGNITION OF SERVICE for James Friday
- 6:10 PM PUBLIC COMMENT
- 6:15 PM PRESENTATION by Karen Akueya Vargas
- 6:30 PM SUSTAINABLE TRANSPORTATION PLAN RECOMMENDATION
- 6:50 PM SUBCOMMITTEE PROGRESS
- A. Law and Policy
  - B. Events and Outreach
  - C. Training and GARE
  - D. Strategic Plan
  - E. Climate Change Equity Lens
  - F. Finance
- 7:05 PM REAC ITEMS
- Interview process for Positions 3 and 4
- 7:15 PM CITY COUNCIL MEETING REPORT
- REAC member(s) scheduled to monitor
- 7:25 PM GOOD OF THE ORDER
- 7:30 PM 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.

REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING  
MARCH 3, 2022

MEETING MINUTES

CALL TO ORDER/ROLL CALL

Co-chair Savanna Rovelstad called the meeting to order at 6:00 p.m.

Present: REAC members Deanna Martinez, Eric Stahl, Jing Fong (joined around 8 p.m.) Peggi Erickson, Renni Bispham, Savanna Rovelstad, Sue Wilmot. Liaison Clarence Moriwaki.

Excused: Brenda Fantroy-Johnson

Absent: James Friday

MEETING MINUTES/MEETING AGENDA

MOTION I move to approve the meeting minutes from Feb. 17 as written.

Peggi/Renni: The motion carried unanimously. 5-0.

MOTION I move to approve the meeting minutes from Feb. 3 as written.

Peggi/Renni: The motion carried unanimously. 5-0.

MOTION I move that we add a subcategory B to the City Council Report to indicate who's responsible for watching the next council meeting.

Renni/Peggi: The motion carried unanimously, 5-0.

No conflict of interest was submitted.

PUBLIC COMMENT. No public comment.

SUBCOMMITTEE PROGRESS

A. Law and Policy

1. Eric: An outdated version of the governance manual was used to propose revisions to the liaison policy. Proposed changes have since been incorporated to the current one, with exception of gender neutral language since the City already made those changes. REAC's proposed change to the liaison policy is on the agenda for March 22 Council meeting.
2. Police Chief Joe Clark is scheduled to present to REAC in April. Please brainstorm questions or any requests for information ahead of time.
3. We noticed that bids are set to go out on the police building this week. We're trying to understand the significance of the bid We have questions about the city's practices with respect to WMBE (Women Minority Business Enterprise) and how it may relate to this bid. We're hoping that Chris W. can address those tonight while he's here to discuss the Sustainable Transportation Plan options. The big question is how is a race equity lens

being used in this process (bid to building)? And how do we get out in front? We keep running into these things—we are not experts in these processes. We should apply a race equity lens to the remainder of this process

Ellen mentioned that Chris wouldn't be able to answer those questions given the late request. He'd need time to prepare. Blair and REAC liaisons will meet next week to discuss this and how to have these conversations earlier; they will share insights with us later We want to get your feedback before these items go to Council

Example: The city has a pilot program on zero-emission hand tools. Jing and I had a conversation about having Chris W talking to REAC on May 19 about a proposed policy on Zero-emission hand tools before it goes to Council I June. I hope you'll let us know what's working well and where we can continue to refine our process.

Ellen also explained that the bid ad starts the process of the city providing specifications and opening the bidding process for response (Fri, March 4)

Renni: What can we do to make sure that we apply a race equity lens before decisions are made, like this ad, so we're not playing catch-up? Who do we talk to? What can we do?

Peggi: Excellent question, Renni. It is part of what the Council accepted when they made the motion to go forward with the police facility at Harrison.

Clarence: I didn't know the bid was going out. I think this was just the timing of the Public Works Department. WMBE is the lens. The real deal is going to be who's building it. Do they have respect for minorities? How many women and people of color do they have on the project?

Renni: The bid is not a small part of a race equity. We are, in essence, setting the stage, setting the bar. When we advertise a job, it's hard to later add criteria. I think we missed adding a race equity lens to the bid. The lens is a super important piece, not to be missed in the future.

Peggi: Once the Council passes our race equity plan recommendation, procurement would be part of it. In the future, this will get the City proactively looking for and recruiting people who are culturally competent, who are familiar with equity. We want to get the City proactive rather than reactive.

Deanna: When we're looking at REAC candidate applications. I think it would be a really great ideas to add wording that POC immigrants, trans and gender non-conforming, and disabled people are strongly encouraged to apply. That's a green flag. Sometimes, inclusion has to look obvious.

Peggi: Deanna, do you want to write a recommendation to the city and pass it to our liaisons? I'm happy to write one up for our next meeting to pass if that's not too late.

Ellen: I think it would not be included in the discussion in the advertisement for the bid for the police court facility. I will look and see what we're already using. The city does have a lot of equal opportunity language in its employment application and other rfps (request for proposals). I want to make sure that we're looking at what's already being used and adding to it in a way that is beneficial.

Deanna: We may want to consider other wording for the police department facility; we might want people involved that have a personal commitment to transformation, justice and equity. When you know equity in your mind and in your heart and a personal commitment to imagining what justice looks like beyond what we call justice now, I think that that definitely could play into design of this facility

4. Carryover: advisory referral process, member vacancy process (selection process and application form)

#### B. Events and Outreach

Peggi: Last weekend's event was fabulous. The film was very moving, the filmmaker was an amazing woman. Attendance was disappointing—probably 20 people. There were problems with WIFI at the theatre so the podcast was difficult to hear at times.

I think it's really important for us to get REAC's email lists to Kristen so our fans can be notified about our events. It was in the city managers report, and I really appreciate it.

The proclamation from the state was never read. There were quite a few technical difficulties for which the planning committee apologizes. For future events, we have to figure out better ways to get the word out and sooner.

I'm still going to ask the City for a speaker fee for Dr. Shepherd. I spoke with Blair before about that.

Sue: We were also competing with the Chilly Hilly, so maybe we don't do that again. Is there a way for folks to watch that discussion if they couldn't attend?

Peggi: The Bainbridge Island Museum of Art has sent out a link with all these things in it, Maybe we post it on our REAC website?

Deanna: I believe it's on a YouTube channel.

Savanna: Next meeting, Akuyea Vargas will discuss with REAC the Kitsap Juneteenth celebration. She wants to coordinate with REAC.

C. Training and GARE (Portland conference registration)

Peggi: We'll have a contingent of people from Bainbridge Island.

There will be a race equity summit in Bremerton on March 31. It's the fourth Thursday and I would like to give a workshop called, "Why does Bainbridge Island need to talk about racism?" It'll be about Racism 101, talking about the dynamics of racism, about the statistics (1-1/2 to 2 hours). I'm willing to go out and put up flyers to try and get the word out to people. It isn't really a listening session so much as basic education on racism. Promotion: The Review, T & C reader board, flyers, city social media.

Ellen: I really appreciate the fact that you're planning for weeks out but in city time that's like tomorrow. It was heartening to me to hear you talking about Juneteenth now because I feel like that gives the city time to include these events in our publications and do the outreach and support that you are looking for and that we want to provide.

C. Strategic Plan – nothing to report

D. Climate Change Equity Lens

Deanna: I gave Lara the wording for the climate tool. Also, regarding the ordinances on the plastics—one already went into effect, and the one that will be going into effect. Blair, talked about REAC participating with a group of people or several groups that are coming together to discuss the ordinances. I haven't heard back from anybody and I'm wondering, if you have some information.

Ellen: I don't have information on that, right now, but I'd be happy to report back at the next meeting.

F. Finance – nothing to report

#### RECOMMENDATION FOR CITY RACE EQUITY PLAN

Peggi read the most recent version (version 5) of the resolution.

MOTION: I move that we adopt this recommendation subject to any clean up and edits that need to be made.

Eric/Renni: The motion carried unanimously 5-0.

#### REAC ITEMS

- Budget request for buttons and stickers (James). Eric and Ellen will discuss and bring up next meeting.
- Status of candidates for Position 4.

Ellen: We have received some applications and the way the process is set up the liaisons and the Chair if the Chair wants to, meet to review the applications and make a

selection. We haven't been able to schedule that initial meeting yet so that process is still ongoing.

Savanna: It will be me moving forward Ellen. Do the rules allow me to have a member of REAC with me? I had been inclined to include Renni, so it would be me, Renni, Clarence and Brenda.

Ellen: The way the code is written, it's the Council liaisons and one more Council member with advisory committee members serving in an advisory role. It would be fine to have an additional person there and then we'll just try to get that meeting scheduled.

#### CITY COUNCIL MEETING REPORT

Clarence: Most of the meeting was dealing with the road projections that are required by the State Growth Management Act. The city decided to use an average of what has happened historically in our Community. We've had about a 1% growth every year so that number was the one we chose and that's the one we're going to move forward to manage growth and show where growth can be targeted. it's a planning document required by the state.

Deanna: How much does this have to do with affordable housing and how we move forward? It seemed that some Councilmembers mentioned that other municipalities in Kitsap are having a certain feeling about Bainbridge doing its part.

#### PRESENTATION: SUSTAINABLE TRANSPORTATION PLAN (Public Works Director Chris Wierzbicki)

Chris presented an abbreviated version of the same presentation he made before Council on Feb. 15. The plan establishes a new vision for reducing carbon emissions and improving safety and mobility. A task force of 17 island residents were selected by the City Council two years ago to work on this plan. We had a big virtual public meeting and had other opportunities for public comment.

Council is interested in hearing from the Community, about which of these three scenarios it recommends.

There are some equity considerations included in the plan. We did an equity mapping analysis early on in the project—data collection and analysis phase. This is an interesting tool, not just for the transportation plan, but maybe for other policy and projects that the city may be working on in the future. The equity population really is in the greater Winslow area and then also a little bit in Crystal Springs. I can't say it was the only piece of information, we used to help select the projects, but it did it was one of the elements we used.

Three scenarios to consider:

Scenario One is the "Status Quo" Scenario. We looked back 10 years at how much the city spent on average on infrastructure and we projected that same amount of money for the next 10

years. We said we're not going to spend any more than we have the past 10 years. Amount: \$20 million total investment over 10 years. It includes a host of different traffic calming programs. It doesn't include any more investment that we've been putting into it over the past 10 years so that scenario one.

Scenario Two and Three are different in that they include all of the status quo dollars investments, but layer another bucket of potential investment costing \$16 million. The \$16 million is based on a levy that the city tried to pass a number of years ago.

Scenario Two is a concentration of projects that would build all ages and abilities facilities on both sides of the road and connect Winslow to Lynwood, Rolling Bay, and Island Center. This plan is for six years, a little bit quicker than the status quo, which is a 10-year plan. Part of the strategy for the Council is to fund some of these projects, so that people could see the benefits of building these all ages and abilities facilities, see the benefits of getting connections from really important places like the centers, and potentially be interested at some point in the future of supporting a levy that could build out more of this network.

Scenario Three or "the island-wide stretch" takes the same status quo level of funding and adds \$16 million to the top. Instead of concentrating projects, they are spread out. The dollar amount did not change. When you spread those projects out, you get projects that are not necessarily lesser value but they have lesser improvement. For example, projects only on one side of the road or building only the uphill portions of a route. You'll see a lot more investment in traffic calming and speed reduction—more programs and policies—as opposed to things happening on the ground, like major infrastructure projects. This is a 10 year project to get people interested in supporting the levies.

The task force said that they didn't like the funding strategy driving the project selection. What would you do if somebody just gave you \$16 million? The task force said we would do something different, probably more like Scenario Two, where you concentrate projects and build out the facility, not leaving any gaps in the hopes that that type of project would generate some interest.

My personal opinion is Scenario Two gets us a little closer to that vision with a potential for seeing more of that in the future, more of these types of facilities. I'll send you links to the documents or copies if you'd like.

The Council is interested in hearing some feedback from you on these three different scenarios.

Deanna: Would like three attachments and slide that were included in Council presentation. Chris will share link to map and slide.

Sue: Has anything been addressed about the workforce that comes from off the island to work here? Any subsidies to encourage workers to take mass transit or bus passes or anything like that.

Chris: Plan is really focused on the island because we have less control over the variables that impact people's commute and travel options when they come from off-island.

Renni: You had data about where diverse groups of people live, maps with different shading for different demographics live. Did you have any conversations with the different demographics, to see what they thought?

Chris: No, we had general public engagement meetings, but we did not specifically speak to any individual groups about their experience as it relates to this topic.

Renni: Do you have any idea about what equity communities will be primarily impacted by any one of these particular proposals?

Chris: When you look at the map, our equity communities are pretty focused in the Winslow area. When we first did the analysis, a lot of the projects were heavily concentrated in Winslow. And we made a conscious decision to try and spread that out a little bit more because the projects tended to get concentrated. We also felt like if we were thinking about trying to build a network if we're trying to reduce greenhouse gas emissions that trying to provide options for people who are further out to get into or out of Winslow is really going to help drive us towards that goal. The plan has a pretty heavy emphasis on Winslow, not just within Winslow itself, but getting to Winslow.

Renni: My recommendation with respect to those voices is that while it's good to take into account there are diverse groups of people, when you design a solution for people and you don't get their input what you think may be best for them may look a little different if you actually hear what they say. People mean well, they want to help. Rather than tell them that this is what will help you, I think it's really important not to miss that step of asking them what do *you* think will help you. I think you get a better product when you get more diverse perspectives and the perspectives of people.

You don't walk in the shoes of BIPOC folks on this island, so I would highly recommend that you get their input into what they want before you design something to solve their problem.

Chris: I agree 100% and I would encourage this Community, to help us make connections with those people. The city, as you know, is only just started trying to figure out the question of addressing raise equity and one of the key ways to do that is to, as you said, reach out to these communities and get their feedback. I totally agree.

We don't have really easy channels to reach out to those people, a lot of times we don't know where they are we don't maybe know who they are.

So if the committee has ideas about how to reach these people and go forward in this work, we'd 100% open. As you can see there's some spreading out of the equity community on



Bainbridge Island. It's not always easy to know where to go and how to hear those voices, so we hope you can help us.

Peggi: It's heartening to see that equity was looked at and incorporated into your plan. Thank you. I want to say is \$20 million is not that much money. I hope, will find ways to fund this because to me this is more important than a big fancy police station. It's more critical to all of us in terms of health and long-term well-being, so t I hope that you get your projects get the full funding and full support.

Eric: When you send out that equity slide, if there is underlying data that shows what questions you asked and what kind of responses you actually got? I'd appreciate seeing that, as well as the final version, for a deeper dive.

Chris: The data came from the American Community survey. When you look at the GIS map, you can expand the different indicators and you can see the percentages of the people in different areas. There's a little bit more data in there to see.

Eric: I'm mainly interested in seeing how any department in the city is doing an equity analysis. So, as much information as you can reasonably make available to how you went about it would be great.

I think there's a broader point to be made about the city needing to put an equity lens on its overall communications plan. You've had open forums. Traditionally that's how local governments work. Whoever shows up shows up and you hear them. Motivated people get heard. That model isn't always good enough to reach traditionally under represented populations, and I think a more proactive approach, not just with this, but overall would serve the city well and go a long way to into achieving its stated equity goals.

Chris: We did an all-island mailer to folks so we did try to touch everybody personally as possible and not always have them come to us . There's more we could have done, but we did we did take some steps to try and do that.

Sue: A couple of our largest employers are the grocery stores here and 60% of those working there come from off the island. I would encourage the city to consider these folks as part of our Community, too, because they spend most of their day here. Our workforce tends to be more diverse than our populace.

Ellen: Chris, if you'll send the slides to me I'll make sure that we get them posted as part of the meeting materials.

The impetus for this agenda item was to have you see these three scenarios and prepare yourselves by the next meeting to provide a recommendation to the Council, if you choose. Which of these three scenarios would you prefer?

If you don't want to do that that's fine, but if you do want to do that I will need that information from you at your next meeting. You can give that to me and then I'll put it in the City Council packet with whatever statement you'd like to provide and then it would be part of the record for the discussion on the 22nd of March, which is the next time the Council will be taking this up so.

if you have any questions in the interim, you're welcome to send them to me and I'll make sure to get the responses from Chris and then share them back out to the group.

Eric Stahl: Maybe the Climate Change Committee take a look at this and then discuss it our next meeting

Deanna: I would be more inclined to put of all the options for a discussion at our next meeting.

Renni: I think the bigger discussion must be had. At the same time, I would encourage the Climate Change committee take a look at it to generate more thoughts more ideas for our big discussion.

GOOD OF THE ORDER

Peggi: Akueya wants to come and talk to us about Juneteenth. She'd like REAC to participate. Let's put her down for Q & A put for 10 or 15 minutes on our next agenda.

Race Equity Summit in Bremerton on the 25th and 26<sup>th</sup>, a Friday and Saturday, this month. Saturday is free. Friday is \$50. BIPOC leaders and Kitsap County are putting this together and presenting. Not to be missed! Sign up!

Tuesday the Bremerton REAC is doing a conversation on racial equity. That's something we've said we want to do so I'm encouraging all of us to go to that, to see how they do it.

I just want to say it's great to have Ellen here, I feel like the city is participating so much more in our committee and we're getting so much good insight information, so thank you Ellen.

Eric: FYI: Savanna is scheduled to watch the next two Council meetings.

When is the Council moving back to in-person, and is there an expectation or a requirement that the that the advisory committees start meeting in person?

Ellen: The first in-person Council meeting is March 22. It's expected to be a hybrid meeting; we'll have both in-person and Zoom participants. We'll add other committees one at a time and see how it goes.

Jing: Heads up for April! When we last met with the Bremerton REAC, we had agreed to have an end of the month Thursday meeting. Since the week prior for our regularly scheduled REAC meeting coincides with the GARE conference in Portland, we might consider taking up either

now or our next meeting, whether we have our meeting for April 1 as scheduled, and then the last Thursday in April to have that joint meeting with the Bremerton REAC.

Peggi: I would like to request from the city that we continue to meet on Zoom. The public has access. We are all safer. We reduce our carbon footprint.

Deanna: I second what Peggy had said.

ADJOURNMENT at 8:19 p.m.

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Savanna Rovelstad, Chair 3/17/22



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<sup>w</sup>səq<sup>w</sup>əb

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<sup>w</sup>abš “People of Clear Salt Water” (Suquamish People). Expert fisherman, canoe builders and basket weavers, the suq<sup>w</sup>abš live in harmony with the lands and waterways along Washington’s Central Salish Sea as they have for thousands of years. Here, the suq<sup>w</sup>abš live and protect the land and waters of their ancestors for future generations as promised by the Point Elliot Treaty of 1855.



# SUQUAMISH TRIBE





CITY OF  
BAINBRIDGE ISLAND

*This certificate is presented to*

**JAMES FRIDAY**

*In recognition of his service to our community  
and leadership as a member of the*

**RACE EQUITY TASK FORCE &  
RACE EQUITY ADVISORY COMMITTEE**

*Presented on this 9<sup>th</sup> day of March, 2022*

Mayor Deets

Deputy Mayor/Liaison Fantroy-Johnson

Council Liaison Moriwaki