

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

MATTHEW TIRMAN

2. ACCEPT OR REVISE MEETING MINUTES FROM APRIL 11, 2019 – 5 MIN.
3. CODE OF CONDUCT REVIEW – 5 MIN.
4. YOUTH OUTREACH SUB-COMMITTEE: REPORT BACK FROM SUPERINTENDENT MEETING – 15 MIN.
5. MISSION AND VISION STATEMENT REVIEW – 15 MIN.
6. CHARTER – 25 MIN.
  - A. CURRENT STATUS
  - B. DATA NEEDED TO SUPPORT CHARTER DEVELOPMENT
7. RACE INCIDENT REPORTING AND NIXLE TOOL CONVERSATION – 10 MIN.
8. MISCELLANEOUS – 15 MIN.
  - A. SHOULD THE RETF PUT TOGETHER A RECOMMENDATION FOR PUBLIC SIGNS INDICATING THAT BAINBRIDGE IS AN INCLUSIVE PLACE?
  - B. 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
9. COMMENTS FOR THE GOOD OF THE ORDER – 5 MIN.
  - A. AGENDA SUGGESTIONS FOR MAY 2, 2019 MEETING
    - I. RETF ATTENDANCE AT THE MAY 9 PUBLIC SAFETY COMMITTEE TO DISCUSS NIXLE TOOL?
10. ADJOURNMENT  
8:00 PM



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## MINUTES

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

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

Councilmember Liaisons: Joe Deets, Matthew Tirman

Agenda accepted as written.

Conflict of interest disclosed: Joe Deets was asked by a citizen to step down from the task force.

### **2. APPROVE MINUTES FROM MARCH 7, 2019 MEETING**

Minutes approved as written.

### **3. UPDATES/FEEDBACK SINCE MARCH 7, 2019 MEETING**

- Sue: We're getting comfortable with the format of the task force; subcommittees are getting started. Can we find out when everyone's general availability is?
- The city is looking for an ASL interpreter for Nicki
  - Sue: Can we communicate with Nicki via text message as an exception to the OPMA?
  - Matt: When texting, screenshot your messages and email to city address
  - Joe: Indicate that the text messages are about the RETF
- Brenda: We haven't had much communication since the last meeting. We were stuck in a funk. When there is a meeting, can we put it on the Outlook calendar, so others know what's going on? We need to narrow in our purpose. My thought was the GARE committee would do the work to create a charter. To create a charter, we don't have new information to look at. It's all the same data.
- Savanna: Communication has been good with Youth Outreach committee.
- Kian: We had a good meeting with Interim Police Chief Horn – they are invested players in this. We left with knowledge and felt that we would be welcomed back. We need to be crystal clear about what we're here to do and the problem we're trying to solve.
- James: I think the group is going really well now. We had a hard start knowing what our purpose is. We are also discussing the possibility of a charter and I think that will be very important. Finish up research and go in the direction we want to go in.



- **Janna:** Frustrated since April meeting. Feels that the preparation and development of the RETF is inequitable compared to other citizen groups on the island. Important for people outside the RETF to understand that we are not starting on a level playing field of data, investment of resources, etc. If this effort fails, it will be a group comprised mostly of people of color who will be held responsible and not the fact that we were starting at a disadvantage.
  - Cited City Council's tapping of outside expertise to conduct a gap analysis when trying to decide how /where to invest funds for youth mental health. City Council recognized that they did not know enough about the topic to make an informed decision.
- **Matt:** Youth mental health work came from the human services committee. We as a City Council and city have not invested anything into race equity.

#### **4. SUB-COMMITTEE REPORTS**

##### Youth Outreach:

- Met with Interim Police Chief Horn and Deputy Scott Weiss.
- **Training:** Officers get 40 hours of state required CIT training (crisis training). They have criminal justice training from a college program as well as bias training. Officers are provided additional training upon request. City pays.
- **Language barriers:** Officers have interpreters accessed via their phones. ASL interpretation available as needed. No one on staff ASL certified.
- **Hiring:** Department has 5 open positions including chief. Have a hard time recruiting. There is outreach to graduates of college programs via postings. No program to specifically recruit POC. No scholarships or outreach for our own local students in this field.
- **Schools:** There is no current partnering with our school district. We asked about DARE that used to be a program here. Interim Police Chief Horn is going to look at it. We told him we were going to speak with our School Superintendent next week and we will reconnect about this.
- **Drugs in our community:** Juveniles are dealt with through the County Juvenile. Court system. There is a drug court in our county with a program for repeat offenders. We asked about having a program in place again like DARE for teens.
- **Crime rates:** We were given some statistics. Kian has those and more will be provided. Kian is taking the lead on this.
- **Hate crimes:** Not a hate crime if just speech i.e. the sign wavers last week. Bullying and harassment can be a crime. Reporting can be anonymous. For bullying and harassment such as students at school and on buses - if school does not satisfactorily deal with it, parents can report it to the police.
- **Island resources:** We have some social services through Helpline House and churches. We have no homeless shelter. Must transport to Bremerton. Some churches help with this.
- **What can RETC help with:** Help with recruiting? Reconnect about schools. Meet any time with any concerns. Keep dialogue open.



GARE:

- Unusual that there's no mandate especially because there's documentation from the October 23, 2018 meeting
- Really important to have leadership on task force from all levels of community and government - e.g. legislative, budgetary, business, non-profit, faith-based, etc. Without key stakeholders it will be hard to gain traction
  - Without resources, a formal mandate, or executive order establishing what the powers of this task force are, it's simply a check the box initiative
- Be specific about the problem you're trying to solve - don't try to solve everything
  - Recommend starting with local government as this task force was convened by the city council: Racial inequity disparities are created by government and if government doesn't change the way it behaves, citizens can't change anything.
- Data, data, data
  - Disaggregated survey data by race
  - In GARE "[How to build a core team](#)" toolkit - info on where to find data
  - Human resources data (workforce equity): disaggregate by managerial, salary scale > compare to racial demographic of community
  - Data on contracting and procurement - how much does the city spend on POC owned and operated businesses?
  - NOTE: Disaggregated by gender, ability - raising the bar for everybody.
- Mandate vs Commission
  - They all have different representation and pros and cons - some specify nonprofit leadership, leaders from exec branch, chamber of commerce, etc.
  - Investigate "commissions" - the city of Brookline has a human rights enforcement commission. It's voluntary and people are appointed. Includes student representatives, school board, police dept, etc.
- Recommended Next Steps:
  - Join GARE: Fewer than 1k employees, membership cost is \$1k - comes with 2 tickets to annual meetings and employee equity assessment - help to administer a staff wide survey on employee awareness of bias and institutional racism. They will gather the data in a short time frame and report on staff sentiment across all levels of government: department, managers, administrative, etc. The data is disaggregated by race - all included in membership.
  - Pacific NW cohort begins in June: Eight-month training series, 12-15 days of extensive training, peer exchange - establishing a racial equity action plan, organizing for racial equity, leadership for racial equity - supports members to be able to rollout a jurisdiction wide racial equity action plan.
  - Review existing task forces - look at their mandates, look at recommendations, and review their process to come up with the recommendations



- Build a racial equity core team. For example, have the city council identify 5-6 department heads that will be allies in this work and will start coming to meetings. Just launched a toolkit on how to build a core team - includes principles to help identify stakeholders and identify projects
- Potentially amend the task force to include representative members of the community. Convene working groups and subcommittees to build out representation
- Contact community members who came to the October meeting as well stakeholders in your community and facilitate a discussion on what a mandate from them would look like: e.g. Youth groups, faith-based groups, ethnic groups, business groups, etc.
- Create a petition: Introduce the mandate, timeline to execute the mandate, funding required for this work, etc. Ask for support and feedback. Aim for 50 organizations to sign on.

## 5. SUB-COMMITTEE NEXT STEPS

### Youth Outreach:

- Collect crime data and disaggregate by race
- Meet with BISD superintendent next week
- Follow-up with police with additional questions, e.g. When did BISD lose resource officer funding?

### GARE:

- GARE: send notes from Race Forward conversation to city council
- GARE subcommittee is disbanded.

## 6. MISCELLANEOUS

### **A. MEETING ADJUSTMENT PROPOSAL– 2 PER MONTH / 2 HOURS EACH**

- a. We will decide on May 2 whether we need a second meeting

### **B. PUBLIC COMMENTS PROPOSAL – WRITTEN ONLY**

- a. Written only at study sessions; public comment at regular monthly meetings

## 7. RACE EQUITY CHARTER DEVELOPMENT

### **A. WHAT IS A CHARTER? CONVERSATION**

- a. Policy recommendations for the city
- b. Decision input from RETF
- c. Citizen academy or pathways for participation from community
- d. Include a mission statement
- e. Identify structures of inequities



- f. The charter: To put in place a system to deal with race equity
- g. A charter sub-committee to create a charter was approved:
  - i. Brenda
  - ii. James
  - iii. Rotating third member as needed

## **B. MISSION STATEMENT**

- a. Janna will draft a mission and vision statement; Sue will be critical friend to provide feedback.

## **8. COLLECTION OF CULTURAL / RACE INCIDENT REPORTING**

- We don't have a centralized database of race incident reports; we need to provide an avenue for people to report incidents
- Matt: There is a mechanism available, but it's not setup to receive information. We need to figure out how to publicize and city needs to identify resource to handle the information. This is a system the RETF will need to shepherd.
  - Joe: This falls under the auspices of the Public Safety Committee. Next Meeting: May 9, 6pm.

## **9. COMMENTS FOR THE GOOD OF THE ORDER**

### **A. APRIL 18 AGENDA PROPOSALS**

- a. Should the RETF put together a recommendation for public signs indicating that Bainbridge is an inclusive place?
- b. What data do we need to compile to support the charter development?
- c. Mission statement review
- d. Code of conduct review
- e. Youth Outreach Subcommittee: Report back from superintendent meeting
- f. Nixle: race incident reporting conversation
- g. 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.

### **B. NEED A MECHANISM FOR THE PUBLIC TO SUBMIT COMMENTS TO THE RETF.**

- a. Put the request in next monthly newsletter – what would you like the RETF to focus on? 200 words. Due before May 6. Janna will draft.

## **10. ADJOURNMENT – 8:00 PM**

**Draft Date:** April 16, 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 and skills around anti-racism work.
- **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**

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.