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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

- 6:00 PM CALL TO ORDER/ROLL CALL  
Roll Call/Accept or Modify April 28, 2022 Meeting Minutes/Accept or Modify May 5, 2022 Meeting Minutes/Accept or Modify May 19, 2022 Agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- 6:05 PM PUBLIC COMMENT
- 6:10 PM JUNE REAC MEETINGS: IN-PERSON, HYBIRD, OR ZOOM?
- 6:15 PM FINAL WORK PLAN
- 6:20 PM REFLECTIONS ON AND NEXT STEPS INSPIRED BY GARE CONFERENCE
- 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.



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



SPECIAL RACE EQUITY ADVISORY COMMITTEE MEETING  
APRIL 28, 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, Peggi Erickson, Renni Bispham, Savanna Rovelstad. Liaisons Brenda Fontroy-Johnson, Clarence Moriwaki.

Excused: Sue Wilmont

MEETING MINUTES/MEETING AGENDA

Deanna: Please amend the minutes to: 1) reflect Latinx and 2) reflect conversation with Chief Joe that some people don't feel comfortable with police presence and if he was aware of that.

MOTION I move to accept the modified minutes.

Eric/Peggi: The motion carried unanimously. 6-0.

MOTION I move to approve the agenda.

Peggi/Eric: The motion carried unanimously. 6-0.

No conflict of interest was submitted.

PUBLIC COMMENT

No public comment was made.

JUNETEENTH

- Deanna volunteered to be REAC's point person with the Kitsap County Juneteenth event.
- This entails attending the Monday meetings, asking/coordinating people to do tasks such as transport equipment/supplies.
- Bainbridge Senior Center has volunteered to partner with us for the local Juneteenth celebration. It will be from 1 to 3 p.m. on Sunday, June 19 at their facility and at Waterfront Park across from the center. They have picnic tables, barbecue, speakers, etc. We'd like to have local speakers, music.
- We'll need to make flyers. Will coordinate with Ellen and the city.
- We'll need a sound system (microphone). Roz will check in city closet where Kristen Drew had a stash of stuff and circle back to Ellen. Clarence suggested BPA's portable system.
- Food Plan A: People bring their own food and food truck is available.  
Plan B: We do it ourselves and use senior center's BBQ.
- Email Peggi about your participation in either or both events.

## STATUS OF CANDIDATE INTERVIEWS

- All vacant/expired position interviews will be done at once.
- Renni will participate since Savanna cannot do this because she has reapplied.
- It will be for four positions, two expired (Savanna and Sue) and two vacant (James and Kamara).
- Whoever gets appointed to James seat will be seated immediately and then finish out the term.
- Interview candidates will be asked how long are they willing to serve, and then appointed accordingly.

## STATUS OF RECOMMENDATION FOR RACE EQUITY PLAN TO CITY COUNCIL

Brenda: I think the recommendation that we took to the Council is waiting to be put on the agenda. There's no action on it yet. When it becomes an agenda item, we will let you know.

## RACE EQUITY TRAINING RECOMMENDATION TO CITY COUNCIL

Peggi: I would like to send the recommendations to council and not wait until our next meeting on May 5 because there's a training coming up on May 10. It would give them only 5 days to sign up. Do you feel comfortable with me going ahead and sending them on to the Council?

This would be first level training to get everybody through basic equity, have a shared understanding and a common vocabulary. As we do more equity work, we'll need higher level training.

Eric: Please make it clear that this is not a "one and done" training; let's leave the door open for more.

Peggi: I can put that language in to say this is our recommendation for basic equity training.

MOTION: I move to approve the training recommendation to city council as amended.

Renni/Peggi: Approved unanimously, 6-0

## JOINT BAINBRIDGE AND BREMERTON REAC MEETING

Bremerton attending: Airen Lydick, Glenna Matteson, Daryl Riley, Sarah van Gelder, Challenges and successes we're facing and how they can help each other.

Peggi congratulated and complimented Bremerton on its community listening event that elevated community voices.

Brenda: We missed you at GARE. Is Bremerton a member?

Airen: We are now a member but weren't in time to register for the event.

## GARE Highlights

Clarence: john paul's keynote and the amazing poet whose one line from her poem still haunts me, "Black blood on black tar."

Deanna: Community Community Community. One great session was the community benefits agreement process. There was a lot of talk about co-creation and collaboration. Those words came up a lot; reimagine came up a lot, too. We naturally care about the things we create.

Sarah: How do you get city council and staff to engage? Will GARE be a resource that actually gets used?

Brenda: Bremerton, you're doing a great job with the listening sessions.

That's pretty much how we started off with the Courageous Conversations.

At GARE, it was brought up that you have to go out to your community, meet them where they are. One of the reasons we're a big proponent of being at the Farmer's Market—to give people information on our meetings, encouraging them to speak up and talk about things that happen to them on the island.

Peggi: A favorite workshop from Vancouver B.C. was on decolonization in culture and arts. Their city cultural arts group has partnered with tribes and has given tribes a ton of money to do the projects that they want to do within culture and arts in the city. It was very inspiring to see what can be done when you decide to decolonize your government.

Renni: From a GARE panel: How do you talk to somebody when they're just so opposed to something? They said you don't start your conversations with the Steve Bannon and Tucker Carlson's of the world. Start with the people who support your idea and who want to learn. If you talk to the Tucker Carlsons you're banging your head against the wall and you won't get anywhere.

Example: Fairfax, VA. It took them 15 years to bring equity into their county system.

- Equity review: They have what's called above the line below the line. If it doesn't get above the line they have to hope that the city council's going to approve their budget.
- Relationships. You have to build a relationship. If you don't build a relationship and you review someone's budget, they'll look at you like you have two heads when you try to tell them this doesn't meet the criteria. But if you have a relationship, there's some trust there and willingness to listen and learn.

Clarence: Just like we have environmental impact statements, they (Fairfax) have racial equity impact statement tools that are used for budgets. I asked him to send us more information.

Airen: How do you build relationships with city council in an authentic way when there are barriers? Let's say we want to introduce ourselves to city staff to let them know our work is on supporting them and centering equity. My guess is that a barrier will be thrown up—you can't do that, we don't know you. What were Fairfax's strategies for counteracting those barriers?

Renni Bispham: There were no specific strategies offered. If you can get the Brenda's and the Clarence's on your council to support that, then you have a chance of it happening. But if you

have no relationship like that on the Council, if you don't have any champions to fight for you, you'll get shut down.

Brenda: Sometimes you have to go in through their door to bring them out your door. See what's on the council's agenda that might benefit from some equity. See what kind of activity they're planning and then jump in the middle of that and say, "Hey, maybe I can help you with this because I know something about equity."

Jing: If we can get our city council members, our mayor our executive leadership, our department directors to use a race equity lens on all the decisions they make from the very beginning, we will have accomplished a lot.

Two insights from GARE:

- 1) Elect people who are already engaged and invested in race equity. Same with staff, hire staff, especially BIPOC staff, who are already engaged and invested in race equity. The sooner, the better off we'll be.
- 2) Keynote by John Powell, who was interviewed by this amazing journalist, talked about this concept of targeted universalism and belonging, which focuses on situations that get everyone to that same universe, as opposed to a zero sum or lifting up a specific group. Making it so we co-create for all.

Peggi: A good question to ask, "What are you doing for equity?" When working with city staff, consider who those people report to because you might be a great bridge.

Renni: From the conference I learned not only to find and elect people who are invested in race equity but also you need to go to all candidate forums and events to ask what they are doing for equity. If you keep asking that question, chances are good they will move from not talking about it or stumbling at the beginning to talking about it by the end.

Darryl: We have to be intentional about our relationships and communication. We have to call out and apply pressure—not plead and be nice to them (elected, government).

Airen: REAC's purpose is to advise the city council on race equity analysis. The other is staying engaged and accountable to other big work being done in the community. Look to the community on their efforts and put your weight as a city committee behind their efforts.

Like Jessica from Kitsap Public Health. We got a conversation going about the work she's doing there, and then boom suddenly she's helping us lead and design our community conversation. It's challenging for us to keep on being community-led and accountable because we're kind of part of the institution. We need to remind ourselves what's important.

Brenda: I like knowing that there's enough of people who look like me in a space where I don't feel like I'm out of place (GARE Conference). The GARE Conference gave us strategic information on how to practice what's been done by other cities. It feels like we went to a

retreat for racial equity and it gave us the energy that we need to keep fighting because it's a battle. It is a battle.

#### JUNETEENTH

Airen: Want to put in a pitch for asking that our booths be next to each other so can spend some time that day just talking.

If it's the same as in years past, you bring your own pop up tent, table and chairs.

#### NEXT JOINT MEETING

Meetings will be quarterly and hosted by Bainbridge REAC, 6:00-7:30 p.m. on the last Thursdays of the month in July (July 28) and October. (October 27). Meetings will be fully dedicated to joint meeting, no Bainbridge business beforehand.



**REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING  
MAY 5, 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, Peggi Erickson, Renni Bispham, Savanna Rovelstad, Sue Wilmot. Liaison Clarence Moriwaki.

Excused: Brenda Fontroy-Johnson

**MEETING MINUTES/MEETING AGENDA**

**MOTION** I move to approve the agenda as amended.

**Savanna/Peggi:** The motion carried unanimously. 7-0.

No conflict of interest was submitted.

**PUBLIC COMMENT**

James Friday wants to know if REAC will address the issue of Roe v. Wade and a women's ability to determine decisions concerning her body.

**SUBCOMMITTEE PROGRESS**

Law and Policy

1. City sent Request for Qualifications (RFQ) seeking ideas and proposals from architectural and design consultants with expertise in using a race equity lens on the design of municipal buildings. Submissions are due at 4 p.m. today.
  
2. At last Tuesday's city council meeting, council took up our recommendation to revise the governance manual policy on advisory committee liaisons. They passed and accepted what was probably the most important part of our proposal that said liaisons are free to provide guidance on navigating city processes. They approved this as a change to the governance manual so it will be applicable to all committees.

This amendment was intended to be an amendment to the governance manual for all committees but oddly was presented as a change that affects REAC liaisons only. For the record, we were not asking for special rules for REAC.

The other part of our recommendation was that the policy clarifies that liaisons are free to speak on their own behalf, as long as they're saying that they're doing so, even when they're not asked. Council appeared to have some issues with that. You could end up with a situation where a liaison was using his or her privilege to take over the committee. Staff has been asked to propose new language.

Ellen: Staff will revise language and bring to council. It's on the calendar for the first meeting in June.

Renni: How do we ensure that the language that we propose gets in their revisions?

**Eric will resend to Ellen the wording proposed by REAC.**

Deanna: Interesting that in our ask there was an instant jump that we were asking for something that couldn't be applied to all the other committees. Maybe people still don't understand what equity is—as Renni so beautifully explained at a previous REAC meeting. Relationships move at the speed of trust.

Ellen: I was the one who prepared that agenda bill that request came from REAC. I think the language was drafted to respond to your experience but, to my knowledge, it hadn't gone to the other committees and hadn't been discussed.

3. The city has hired a contractor to develop a Housing Action Plan, which is led by the Planning Commission to identify concrete steps to diversify housing options on the island. It's an important first step in the development of the comprehensive plan. The plan is a six to 12-month process.

Savanna was contacted by contractor Sophie Glass of Triangle & Associates to talk to REAC about how to engage with island communities impacted by housing issues. COBI staff person is Jennifer Stanton.

Ellen: The consultant is reaching folks who might not be as connected to the city and hoping that you can give us some feedback on how that might be done.

The interview is roughly an hour, sometime between 9 a.m. and 4 p.m. with some flexibility as to the days. They'd prefer it be in a group so they don't have to do his multiple times (REAC quorum is 3).

Jennifer S. reiterates that they are beginning this process and including us from the beginning.

**Whoever is interested, please email Savanna.**

Renni: Doodle Poll availability:  
Tuesday May 10 at 9am-10 am  
Wednesday, May 11 2-3 p.m.  
Thursday, May 12: 2-3 pm  
Monday, May 16: 11 a.m. – 12 p.m. and 3-4 p.m.

**Eric, Jing, and Renni volunteered to attend on May 16.**

### Events and Outreach

Juneteenth. Local event: 1 to 3 p.m., Waterfront Park by Senior Center, Sunday, June 19. Partnering with senior center and BIMA. Invited Suquamish tribal member to open

the celebration. Awesome Praise Choir invited. Local speakers: Chas Malatesta, Akuyea Vargas, Brenda, and Daryl Riley (Bremerton REAC). And a DJ. Food: Plan A is Smokey Robinson food truck. Plan B is Aunt Dolly's (West African). Plan C is to use senior center grills and serve food.

We want to support black-owned business and ask Bainbridge Black for their input. Need flyer done by end of the month and printed for distribution by June 8.

Sue: As a city entity, we couldn't take donations for events like this in the past. Is this still true?

Ellen: We can accept donations as long as it's an eligible thing. We can't accept donations of alcohol. We can also set it up to be tax-deductible.

Peggi: The Juneteenth insurance excludes coverage for hip-hop and gospel music. Deplorable.

Deanna: The cultural experience of Juneteenth should be centered on Black culture. Three things to report back from the Kitsap County Juneteenth committee: 1) show up in every way possible for this event; 2) financially support the event; 3) join us in building community. This is an opportunity for Bainbridge and Bremerton REACs and city council members to get to know each other better and in a space where whiteness is not centered.

### Training and GARE

Peggi: I sent the training recommendations to city council and heard from City Councilmember Jon Quitsland. He will attend the GARE introductory course. There are two courses this month. I encourage you to look at the document for dates. Next step is to create a training strategy.

Strategic Plan (work plan discussed later in agenda)  
Finance (pass until next meeting)

### **DEBRIEF OF GARE CONFERENCE + EXPENSE REPORTS**

Renni: Makes me smile when I think about the conference. Awesome, inspiring, shot in the arm. My takeaway: Community, community, community. Community has to be involved every step of the way. We have to build a better system for getting their input.

Peggi: Let's take one of our REAC meetings (a public meeting) and invite everyone who attended the conference (in person or online) to talk about our takeaways and how to move equity forward in Bainbridge Island government.

Clarence: Mayor Deets, Deputy Mayor Fontroy-Johnson, Planning Commissioner Matthews and I met and debriefed about our experience. It was really productive. I emailed links to three videos on race, Cracking the Code, Making Whiteness Visible, and The Problem with Jon Stewart.

Savanna: Yes, community, community, community. We shouldn't ask them to be in our spaces. We need to be in their spaces, where they feel comfortable. Something that has stuck with me was a comment from a woman involved in the movement in San Francisco: Don't tell people of color what they need, ask them what they want.

Ellen: I think it would be timely to devote time to this conversation as soon as possible, while its fresher in our minds and we can take advantage of the momentum. I can reach out to Chris and Autumn and ask if they'd be willing to come in June, instead of May 19.

Jing: My big takeaway is from a presentation by some folks from Fairfax. It took them 15 years to get a race equity plan and practice in place. I don't know whether I'm going to be around in 15 years, but I would sure like to see those seeds planted now. So the sooner we can do this, the better, and let's take that spirit and those great ideas and let them carry us forward.

Deanna: Relationship goes at the speed of trust. In order for us to get to that place with community, there are all of these other things that come before.

Ellen: A reminder that the city, would like to reimburse you for any expenses that you've incurred for the GARE conference, except for alcohol.

Sue: I sent everyone a link to attend the Washington State Labor Council race equity training, which is on the same day as our REAC meeting , May 19<sup>th</sup>.

## **REVIEW OF WORK PLAN**

Jing: Overview of draft: I took the strategic plan that we approved unanimously and then asked every subcommittee to submit their work plan for the year, which includes activities and a budget amount. I put this information into the appropriate strategy with tactics. The format is, strategy, tactics, specific activities, and budget. This isn't organized by subcommittee but by strategy.

We can consolidate a little so that we don't lock ourselves in. There should be some level of detail or specificity, so that Council has an idea of what we want to accomplish this year.

Peggi Erickson: 1) The language that we assist COBI with cultural events. It seems like COBI is assisting us. We're doing the heavy lifting and they're going to assist us with resources or flyers or whatever, that we need. "Collaborate with COBI on cultural events and commemorations" might be better.

Ellen will send guidelines for events, which include refreshments ordered by city staff.

Renni: Look at how much work, this is for all of us. Imagine the city hires an equity officer to just take on all of this, they're going to need staff. That's one of the things that

we learned from Fairfax and where they are—they have staff. I look forward to when we get there.

Eric: In this plan, we might be better off saying something like, We plan to have X number of community forums and list these as examples. We don't know what our workload is going to be. We don't know what other events may overtake our plans. Let's build a little flexibility into the plan. I thought the bystander training would be interesting—I've never seen it here before.

Ellen: Regarding the budget, if there aren't specific line items available at this time, I would encourage you to work with me to develop some estimates for the city's biennial budget (2023-24)

Jing: How do we account for something we anticipate may happen, like a community forum or a series of workshops or a bystanders workshop, based on community feedback?

Ellen: 1) Budget could have a set aside for some potential as yet unplanned activities. For example, three activities that cost \$1,000 each or you say we'd like an amount of money (\$1,000-\$5,000) whatever seems to fit when you start scoping. "*We might do X, Y, or Z and see what comes out of the listening sessions.*" 2) After the listening session sessions, you would work with your liaison to bring an item to the Council for additional consideration and they could make a decision at that time.

Jing: What if we wanted to have a community forum during the year but weren't sure about the timing?

Ellen: You would work with Council to have that added to your work plan, and then the City Council would work with Blair to decide about staffing.

Peggi: Would it be possible for other volunteer committees as well as the Council to be able to attend some of the recommended trainings? How would we budget for trainings we offer when we don't know how many people will sign up?

Ellen: it's quite unusual for the city at this point to pay for training for committee members. To my knowledge, it has only been for the race equity advisory committee and a couple of other committees. It would be a new area for the city to consider; we would need to think through the kind of training offered and the benefits.

Deanna: For those who might identify with whiteness, I'm hoping that we do something in relation to them understanding their culture.

Peggi: Please add the GARE and Training committee to the work plan.

Jing: Ellen, other than posting minutes, are there other advisory committees that do a synopsis on a quarterly basis?

Ellen: No. Some, not all of the committees have tried to give an annual summary before Council, typically at the beginning of the year, to look back on the last year and what to look forward to in the next year or two. You'd also bring a work plan for either one or two years for the Council to consider at that time. That's the intention in the municipal code.

REAC could provide that quarterly via the city manager's newsletter, the city managers report at the Council meeting, or also in the city email. You also have your part of the city's website.

Jing: There's an increasing number of people starting to engage with REAC. What about reaching out to other department directors? What would be a great way for us to have a better understanding of where city executive leadership is at and to be apprised of what each other is doing? How the city is progressing?

Peggi: Chris W talked about race equity considerations when he presented sustainable transportation options. Maybe we ought to go to other departments to understand what they're thinking.

Ellen: I can help you know the breadth and depth of what the city does. The executive leadership team is currently looking at how different departments are working on race equity and continuing to broaden training to include more staff.

Clarence: At a meeting we had with Brenda and Joe, one of the big goals was to have an in-house diversity officer, maybe someone or human resources.

### **PLANNING COMMISSION SELECTION PANEL**

**Deanna:** I was happy to be involved. It gave me the opportunity to meet other stakeholders and community members. The consideration for the city should not simply be to get BIPOC and traditionally marginalized applicants but also that these (all) applicants meet the needs of the position.

Ellen: In summer 2020, Council made a decision to ask REAC if they wanted to send a representative for selecting members for the Planning Commission. This is your invitation, Interviews will happen in May for three Planning Commission positions. Time commitment is for two meetings: one meeting to review applications and narrow down to a smaller pool and a second meeting to interview applicants. I think there are eight applicants for three positions. Interviews are roughly 15 minutes each, about an hour's worth of interviews, usually in the late afternoon or evening. Interviews haven't been scheduled yet but would be in May.

Deanna and Savanna volunteered. Ellen will follow up.

### **7:00 PM: REAC ITEMS**

#### Interview status for vacant and expiring REAC positions

Interviews will be on Monday for four positions. Savanna is continuing to serve, Sue is not. Thank you for your years of service, Sue!

Renni: We are sorely lacking an onboarding process that makes people comfortable and their first experience a positive one. I'm going to craft an onboarding toolkit. Send me your ideas on what you think a new member would want to know.

#### Juneteenth planning and budget proposal

Original proposal was \$1500, final request was for \$1200 to cover speakers, DJ, and possibly food.

Eric: My preference would be to vote now on any item you know you need for sure. You mentioned a DJ and possibly some food. When we get a speaker and they have a fee, we can come back and vote on that. I'm not comfortable dedicating every dollar we currently have allocated from the city when we don't have specific asks. Things may come up in the next few months before we get any more allocations from the city.

Deanna: We also have the county Juneteenth to consider for possible financial support. I don't know what that amount is at this time but wanted to make sure that Bainbridge Island will do all that they can do in all the ways for this event.

**MOTION:** I move to dedicate \$1200 to our Juneteenth event and return any money that we don't use.

**Peggi/Reni:** The motion carried unanimously 7-0.

#### Farmer's Market (May 14)

Sue and Savanna volunteered.

#### Prep for Chris Wierzbicki and Autumn Salamack on zero-emission hand tools (May 19)

Moved to a later date due to GARE debriefing scheduled for May 19.

### **CITY COUNCIL MEETING REPORT**

Jing and Renni will monitor meeting on May 10.

Clarence: Blair announced that starting in June meetings will be in person. It's going to be up to you, as a group, if you want to get together or not.

### **GOOD OF THE ORDER**

Deanna: Today is Cinco de Mayo, and more importantly, it is Missing and Murdered Indigenous Women Day. A lot of people don't know that Seattle is number one on the list of places/ locations for missing and murdered indigenous women and that Washington is number two.

This also has a direct correlation to Sexual Assault Awareness Month, which was in April.

Sue: Union grocery workers voted on their new contract. Part of that new contract has achieved pay equity that goes back to the 1970s and early 80s when delis, bakeries, and floral departments were added to grocery stores and considered women's work.

We now have raised these to pay scale. Folks are getting either a \$2 to \$9 an hour raise over the three years of this contract for these departments that are overly represented by women and people of color.

Peggi: I started the Citizens Police Academy last night. It's for eight weeks. Do we as a group want to make a statement about Bethany Lutheran's plans to develop some housing for homeless people? We all got an email from the Emau family.

In the future, I'd like us to consider that when we make recommendations to the Council that we send them to everyone on the Council and then have our liaisons take it for discussion on the agenda. I'm not sure all the Council people have seen all the recommendations that we've made.

Savanna: For our beginning of June agenda, do we want to take up James' request and think about do we want to be involved, do we want to release a statement, do we want to have a march? What is something that we are feeling moved about because it is a really crucial time for all women, women of color?

Eric: Just a point of information. If we kick this discussion to June 16, the leaked draft may or may not resemble the final opinion. You might consider this in the scheduling of our discussion.

**MEETING ADJOURNED 8:22 p.m.**