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AGENDA

- 6:00 PM CALL TO ORDER
Roll Call/Accept or Modify May 19, 2022 Minutes/Accept or Modify June 2, 2022 Minutes/Accept or Modify June 16 agenda/Conflict of Interest Disclosure/Code of Conduct/Suquamish Ancestral Lands Acknowledgment
- Thank you to Sue Wilmot for her dedication and service.
- 6:05 PM PUBLIC COMMENT – Members of the public will be able to attend at City Hall or call in to the Zoom Webinar (5 minutes)
- 6:10 PM REVIEW OF HARRISON BUILDING TOUR/NEXT STEPS (15 minutes)
- 6:25 PM REVIEW OF WORK PLAN (10 minutes)
- 6:35 PM JUNETEENTH (5 minutes)
- 6:40 PM SUBCOMMITTEE PROGRESS (15 minutes)
- A. Law and Policy
 - B. Events and Outreach
 - C. Training and GARE
 - D. Strategic Plan
 - E. Finance
- 6:55 PM REQUEST TO UPDATE TIMELINE IN COUNCIL CHAMBERS (5 minutes)
- 7:00 PM CITY COUNCIL MEETING REPORT (5 minutes)
- 7:05 PM REAC Items (20 minutes)
- Leadership and incoming members
 - Race equity plan and toolkit recommendation (approved May 24 with further action)
 - Farmer's Market
 - Summer schedule for meetings
 - Advisory committee report for Council (Ellen)

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
MAY 19, 2022

MEETING MINUTES

CALL TO ORDER/ROLL CALL

Renni Bispham (for 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 Clarence Moriwaki and Brenda Fantroy-Johnson.

Excused: Sue Wilmot

Special guests: Mayor Joe Deets and Commissioner Ashley Matthews.

MEETING MINUTES/MEETING AGENDA

MOTION I move to accept the April 28 minutes.

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

MOTION I move to accept the May 5 minutes.

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

No conflict of interest was submitted.

No public comment was made.

COMMITTEE MEETINGS GOING IN-PERSON STARTING IN JUNE

Ellen: The city plans to comply with the Public Meetings Act and the governor's proclamation that requires public meetings to be in person, with the provision for remote attendance when feasible and for remote public comment. City Hall has to be open to the public to attend the meeting.

The city's approach is to have committee meetings in person in City Hall's council chambers, starting at the beginning of June. We will provide public access via zoom in so far as we're able. but we've had some technical challenges. At this point, we don't feel that we can support a hybrid option; we have had some technical challenges in supporting the hybrid model.

Deanna: If you all choose to take that course, you do it knowing that you are choosing barriers over entry points and that is not in alignment with what the city has said that they want to do in regards to equity. This is coming out of personal or lived experience of being in an immune-compromised home. We are again putting up barriers for folks from traditionally marginalized communities to be a part of these committees.

Ellen: We are going to continue to record on Zoom and post those meetings so people should be able to watch them when the Zoom capacity is stable.

Peggi: It's a terrible decision in terms of climate. We've discovered a tool that lowers the state's carbon footprint probably by 50 to 70% and now we're going to raise it right back up by attending meetings in person.

I think the hybrid model is going to work best if everyone brings their computer and signs on to the Zoom meeting so that people can hear what everyone's saying.

Renni: I work in Seattle and I'm on the ferry. If I miss the 4:45 I can easily sign into Zoom and be on the call. If it can work this way, why can't I just continue to do it this way?

Ellen: I think it is the city's intention to be flexible wherever we can be, and certainly it is everyone's goal to support the committee's because the committees provide a valuable input for the Council. It can't be that way for everybody because the governor's proclamation states that we need to provide public access in person.

Jing: I understand the public access part, but what if we decided as a group to go on Zoom versus in person. We have some people who want to fully participate and can't.

Ellen: All remote in solidarity doesn't comply with Open Public Meetings Act. We need to provide a public in-person option for the public to attend the meetings.

Savanna: Access changed when the pandemic hit; it created a virtual world. Virtual participation has assisted in furthering equity. We will not be doing what the Advisory Committee intended if we cut off our pathways of openness, as Deanna said. It's necessary to keep that stance and allow the public to be informed and educated. It's also hard when we have people who are not able to be out. The pandemic is still a thing.

Eric: I'm looking at the MRC website, which is the municipal legal advisory website. This is directed to our Council members who are on the call. It seems that there is some flexibility in the in-person meeting requirement that a local agency can't hold remote meetings unless it determines that there are reasonable safety issues at stake. In other words, if it's not reasonably safe to have an in-person meeting, you can go back to remote meetings.

I don't know about everyone else, but you know I talked to three people today we just picked it up (COVID). I would urge our Council members to watch the numbers and to at least consider using that flexibility to stay remote for a while longer, if nothing else for health and safety reasons, because I don't think the pandemic is over. I think requiring us to meet in person poses a health risk to everyone involved.

REFLECTIONS ON GARE CONFERENCE

Joe Deets: Bainbridge was very well-represented. I was inspired by the iftar (Muslim meal that breaks fast) and I really enjoyed listening to John Powell on targeted universalism.

I attended an online workshop on the first day where they were talking about anti debt and anti-democratic incidences that were occurring in a lot of small jurisdiction small cities throughout the country. People, particularly women of color, whether they were a candidate for office or whether they held office, were often harassed and being intimidated.

It struck me that we should we be looking at issues in the same way we look at natural disasters. Under disaster preparedness you actually have a plan when things happen—who's in charge, and what do we do—instead of always being surprised.

Ashley Matthews: I feel like we're probably somewhere between the normalized and the organized. I think we shouldn't stay in that normalize because we are definitely ready to organize. We're in our silos right now. There's REAC. There's MAC. There's Bainbridge Black. There are definitely allies in our community. This experience showed me how important it was to step outside of our silos. We have a deeper community of allies who would definitely want to partake with us on this work. Let's not focus on those who are just never going to be an ally and are never going to want this to work.

They also touched on the importance of how to care for yourself, how to receive care, and how to ask for it. I attend a session on building a budget framework for racial equity. It hit home that these are not abstract ideas; these are action plans that costs money, not just an investment of our time.

Brenda: You know, whenever we're in a room with people and they're given us their plans, whether it's sewage plans or planning plans, the question that we need to ask is *what does that mean for equity?*

Change government to make it work for all people. It's not enough to just be an activist, you have to also be an organizer. How do we measure this? PSRC is working on their equity tracker. I'm going to look at that demo to see how it works.

"Government is the container where everybody belongs." We have to point out to people that what you're doing is making me feel like an "other." This is all about me belonging because you already belong; it's about me belonging, too.

I actually felt like I had been away to a spa. For me, it was a part of self-care. We get in the trenches and we feel like we're all by ourselves. This is why self-help groups work because you're in there with the same people going through the same problem and you're trying to come up with the same solution. That's what GARE felt like. It felt like a self-help group for people who are working to try to combat racism and all the other isms.

Peggi: I looked around the table to see the nine of us and my heart kind of melted. It's been three years trying to join forces between the city, Council and REAC. It did my heart good to have us there together.

The workshop that impacted me the most was on decolonization presented by an arts and culture group from Vancouver British Columbia. They talked about how they work with the tribes. They set aside a lot of cultural funding and let the tribes decide how that would be used. It made me reflect on how do we on Bainbridge Island work with our local tribes. How do we support their initiatives and their interests? How do we take leads or leadership from them?

Ellen: It was a nice chance to meet in person and a treat to spend a couple of days thinking. It helps to take time to invest in important topics and to look at them from different perspectives —that's not something that is typical for me. I heard often that this is not a sprint but a marathon.

Clarence: What impressed me the most was the quality of these experts at the breakout sessions. I also noticed how engaged everybody was in the breakout sessions and gatherings in the big hall, connecting with the speakers. That's a community thing.

I was especially impressed by the group from Fairfax County, northern Virginia. It's worked on race equity for a decade or decade and a half. As we plan and look forward, we have to be patient. It doesn't happen overnight. I took that to heart.

Jing: Fairfax County inspired me to say "Let's plant those seeds now." Another thing I got out of one of the sessions was the question, *How do we move things along? How do we get people invested in race equity?* The panel's response was to elect people who believe in race equity and are committed to it. Make this one of your questions and your benchmarks when you're looking at candidates. Also, hire people who are committed to race equity and can make that happen. This reflects on human resources and how we recruit and identify. We shouldn't expect people to come to us; we should go to places where we can find BIPOC candidates and people who are committed to race equity.

Another takeaway was community, community, community. Engage community from the very beginning and throughout the process because in the end we are serving community.

Accountability. You can have the greatest policies in the world when it comes to race equity but if you don't hold your departments and your elected officials accountable to carrying them out it's just a pretty policy that sits on the shelf. Mechanisms to keep them in place, including people to enforce them, have to exist. It reconfirmed that there needs to be either a race equity officer or somebody within the city to uphold a race equity plan and policy that we have yet to adopt.

Deanna: You need culture shifters—people who are willing to shift culture. There's something that predates racism and that's the culture part, the colonialism part that we have to grasp, or we are not taking care of all of all the parts.

There was an excitement for me of having shared understanding of language. Equity work is not just core values, it's a set of skills. When I'm speaking, I'm not always sure if the message is getting across. The message isn't always going to get across if others don't share that language and those understandings of those words.

Being an activist is my background and foundation. Sometimes it's a struggle to merge those things with government and with systems that were not built for you, and, in many cases, built against you.

I went to the overview of the City of Portland Tribal Relations. They had a training on how to communicate with each other because you're really talking about different cultures. When people do not have an understanding of your culture, when you have different value systems, along with all of the added history, it's going to be really difficult to have productive conversations not understanding, not knowing where other people are coming from.

Savanna: We have to be willing to teach and create and sit in spaces with vulnerability and open lines of communication. Communication, communication, communication.

Leading from a racial equity lens requires community and accountability. It's a grassroots effort that requires acknowledging power and privilege in all sectors and coming together to create change. Standing in allyship isn't sufficient with equity work. One has to actually understand the power of community and let them lead. Know who has access to power and what risks my allies or peers can take.

It was really nice to be in the same space as folks that understand where we're coming from. It was invigorating to come back and feel like I went to a soul spa. I'm ready to do some more work so sign me up. I really appreciate having so many people from my committee and from the city show their support for race equity. Let's talk about community at the center, the beginning middle and end of what we do.

Jing: First, it starts with listening and it starts with going out into community, not expecting community to come to us or to the city. Department directors or community leaders have come to REAC with an idea or a policy and they're not quite sure how to get in touch with BIPOC communities. I don't know how to be in touch with those people and I want to understand how this may impact BIPOC communities .

Brenda: The other day, I met the new planning director. She and I both right away started talking the same language. We talked about the voice of the customer and how everything we do is around the customer. I thought wouldn't it be great if we started listening to the voice of the community. How do we make sure that the community knows that their voice is important? It's really the only voice that we need to listen to.

We need to go out to where people live and talk to them about what they want you know. We also need to have more community events. What if we had a big barbecue? Invite local businesses? The creative district is planning a lot of events and I wonder if we can piggyback on some of these events and have some information ready for people, so that we can find out the community wants—some sort of informal survey at the beginning to find out how we can tailor it to something more direct something more measurable.

We think we know who the leaders are in the community, we think we know what the community wants. We don't. We don't know anything. We just know what we've been told. It may just be wrong, especially when it comes to tribal nations. It's about building relationships with groups before we start asking groups for things.

Joe: Be available. Since I was first elected, I've had open office hours. I love the idea of gatherings, the BBQ that Brenda mentioned. Breaking bread with people is powerful.

Eric: I tried to attend some of the budgeting and finance stuff since I'm the finance subcommittee for this group. My takeaway from the city of Dallas was on institutionalizing and normalizing asking equity-based questions in their budget process. They talked about how it's now fairly normal for every department when they're budgeting to ask specifically how these decisions are going to affect BIPOC people. What are you doing to consider the equitable impacts of every spending decision. They have an equity tool that they use for budgeting. I think the end game is for us is figuring out how to reach out to people, but also that we're institutionalizing City Hall processes that consider all of these issues, and looking for and finding tools that that will make this happen automatically.

Deanna: The community benefits agreements feels like something that would be beneficial for us all to look into in regard to community.

Renni: What I heard was that we need to be strategic about what we're doing and we need to find ways to normalize, standardize, operationalize.

One concrete thing that we can do is have additional opportunities for community gatherings.

We need the council to be available to the community, other than just at the meetings. We also need to make an attempt to bake equity and inclusion into our policies and practice within the government. We can take a look at the community benefit agreements and find our champions, those who are already on the journey and willing to be allies and co-conspirators. We're also looking to put together a coalition of community leaders. These are some things I heard that we could try from the GARE conference.

Peggi: One thing I would like to see going forward is some way for us to check in on what initiatives are going on, what the city is doing, what the Council is doing, what REAC is doing and how we're moving equity forward.

Joe: Brenda, Clarence, Ashley, Ellen, and I got together and we asked ourselves what we want to do this year. We said get an equity officer, training and equity lens.

Jing: it would be wonderful to understand and learn about what executive leadership and Scott Winn are doing. Likewise, once council agrees on training, where they're going to get the training and to understand where that's headed.

REAC DRAFT WORK PLAN

Jing: On Monday, I sent each member a latest work plan draft to prepare for our discussion tonight with the hope and goal of making any amendments and approving it so that we can present it to city council. Two particular areas where I have questions are budget and tactics—did I overthink and therefore don't need.

Eric: One item I thought we might consider adding is developing a race equity plan and making recommendations for a toolkit. That would be a big ticket item. We might want to encourage the City Council to bring in a consultant or to extend Scott Winn's work. I don't see any reason why we wouldn't want to include a line item for that. It would be at least five-digits, and you know how much should it be it's a imagine a big ticket, you know at least five digits.

Eric Stahl: I don't know what Scott's contract was but I don't think it was six figures. I have in mind 30 hours or 30 grand.

Ellen: I can get that information for you. It's more than 30 hours.

Jing: Would that item be a REAC item if a race equity toolkit was to be developed for the city and city department use?

Eric Stahl: That's a good question for our liaisons.

Brenda: If the whole city's going to use it, it would be in the city's budget. It shouldn't come out of your budget.

Eric: I've got specific budget change suggestions and then a one-word change. I'd like that to specify that we that provide *baseline* equity training or *general* equity training so that we're not suggesting this is the "be all and end all" of the training program.

Jing: Based on what I'm hearing I'm probably going to have to go through one more revision and share it with our liaisons and Ellen. This means that we might have to do another round at the beginning of our first June meeting because I don't know any other way we would be able to get a decision made with our current quorum.

Please get your amendments or recommendations to me no later than next Wednesday.

Deanna: We asked for money to support the Kitsap County Juneteenth event. I imagine this will be a recurring annual thing. Is that something that we should have in our budget for the future?

Ellen: An annual city contribution to the Bremerton event would be built into the budget process—we would just plan for it. That would be the kind of decision that the City Council would make through the budget process.

Peggi: The events and outreach committee estimated \$100 each for Juneteenth speakers. Our senior center partners told us that they give their speakers \$250. Are we being cheapskates? It's the same problem if we underpay as if we ask them to do things for free. Are there guidelines?

Ellen: I don't think I can give you any guidance on the speaker's fees.

Renni: There will be money needed for onboarding new people, for training, hopefully, some GARE training, within the first 60 days of coming on. I'll do a little research on that and give you a number.

Peggi: \$50 for the online workshops that are out there now.

Clarence: I do this for a living. My minimum honorarium is \$300 plus travel expenses for a full PowerPoint presentation. I've also organized a lot of public events around the island I've never paid anybody to be the keynote speaker. I would think for a community event that people would just want to do it just because they support you so that's going to be your call on how you want to proceed.

Peggi: We decided that we're not going to ask people of color to come to the island to speak and open our events without giving them an honorarium. That's a decision I think we made earlier on, maybe before you joined us as a liaison, Clarence. For Juneteenth, we're going to pay \$100 per person, but going forward we may do something different.

For our work plan, we might consider a Race Forward conference in the fall. You can sign up online It's going to be in Phoenix. It's another training opportunity for not only us but city council. It should be part of our onboarding process and if people on our committee haven't had a chance to go to any of the training online or to the GARE foundation's training, there is the Building Racial Equity training GARE has online.

Deanna: Clarence, I think that shared reciprocity between BIPOC groups might be a little different than representing governments. When it comes to a government, everything from local to federal, I don't think it can be both ways. I don't think that we can have money being such a big part of our culture and then say, "Oh, but none for you." I think when it comes to this government that speakers should be paid absolutely .

Jing: People are going to send me their amendments no later than Wednesday the 25th. I will incorporate them and then send that final document to REAC members, our liaisons, and Ellen.

Peggi: Do we send it to our liaison and they take it to the Council, or do we send it to the whole Council and asked our liaisons to put it on the agenda?

Ellen: The Race Equity Advisory committee work plan has been on the agenda for quite some time in terms of just holding space and waiting for it to be ready to go. So when you when the committee as a whole passes the work plan as a recommendation to the Council then it'll be ready to be considered. There's time on the agenda, maybe in June or July, depending on when you're done.

The mechanics would be for the committee to approve the work plan by motion. The Chair would send it to me, and I would put it on the agenda.

Typically, the chair of the committee or a representative of the Committee attends the Council meeting to make a presentation (what has happened in the past and what is coming)and take any questions that the Council has.

Peggi: I will dig around for a past PowerPoint.

GOOD OF THE ORDER

Jing: This is with regards to the police court facility and the race equity lens motion that Brenda proposed and was approved. No RFQ submissions were received and therefore, Blair Chris, and Ellen proposed that the architect of record and the subcontractors, the architects and designers be available to answer any questions with regards to how these folks would apply a race equity lens to the building and for us to voice any concerns, any things that we want to see at this meeting. This has been punted to our next meeting, which is on the first Thursday in June 2.

Ellen: The city has decided to have Juneteenth be a holiday for the first time this. City Hall will be closed on Monday.

Peggi: I see this meeting with the architects as an opportunity for us to reach out to community and ask for input. I personally will reach out to Kitsap ERACE and some other organizations and let them know. And I will ask them to send me questions or attend the meeting and maybe present questions at the beginning. We talked a lot tonight about community, community, community. How are we going to include community in this conversation about the police court building? How do people think we can actually reach out to impacted people and groups and include their voice?

Jing: One way is to publish the agenda ahead of time—the sooner that we can get the agenda online and available the better. Another great way of promoting is to personally reach out to people in the Community.

It was unfortunate that the city didn't receive any submissions for that for that RFQ. One of the questions I will ask to the architect and subcontractors is what kind of experience, do they have applying race equity lens on the work they're about to do, especially with plans that are have already been developed. What kind of flexibility do we have?

Ellen: REAC appointments for four positions are scheduled for the 14th of June. In one case, I think that person will start right away and could potentially attend the meeting on the 16th. That was for James' position. The other terms roll on the 30th of June to the first of July.

We can share the names with you at the next meeting.

Deanna: How the new way of going back to meetings affect our special meeting with Bremerton REAC? I'll leave that and we can come back to that. with the new way of going back to meetings How does that affect our special meetings like.

The meeting adjourned at 7:57 p.m.

Savanna Rovelstad, Chair Date

REGULAR RACE EQUITY ADVISORY COMMITTEE MEETING
HARRISON BUILDING (NEW POLICE-COURT FACILITY)
JUNE 2, 2022

MEETING MINUTES

CALL TO ORDER/ROLL CALL

Present: REAC members Eric Stahl, Jing Fong, Peggi Erickson, Renni Bispham, Savanna Rovelstad and Sue Wilmot.

Excused: Deanna Martinez, liaisons Clarence Moriwaki and Brenda Fantroy-Johnson.

Special guests: Chief of Police Joe Clark, Matthew Coates (architect, Coates Design), City Manager Blair King, Judge Sara McCulloch, Chris Wierzbicki (COBI Public Works Director). Community members.

PURPOSE: City council passed a motion to review the police-court facility through a race equity lens. REAC has talked about what this means but has not had the opportunity to discuss this with the people tasked with making this happen. Chief of Police Joe Clark, architect Matthew Coates, City Manager Blair King, Judge Sara McCulloch, and Public Works Director Chris Wierzbicki are here to help us understand the vision for the physical space and uses of the building, and how equity will be embedded.

A review of plans and walkthrough of the building will give community members and REAC background information to generate further questions and make meaningful recommendations.

QUESTION & ANSWER SESSION

Chris Wierzbicki: The design has been completed. This is now the window of time to consider hard structural changes i.e. rooms, bigger space. We'll need questions or recommendations for hard changes by July 30. We have more lead time for softer changes (non-structural) i.e. color, arts, fixtures—two months+.

Blair King: There's a time element here—the longer time goes by, the window of opportunity closes. Opportunity also depends on suggestion and cost. We got a great bid, which gives us more flexibility, in terms of cost. Example, there's a suggestion for the city's emergency operations center to be housed in this building. Chris and the architect are looking at that. If that is possible, the recommendation would go to council for a possible change order. Other considerations—Space for restorative justice? Is another entrance appropriate?

Chris: Get us your big picture ideas ASAP within next three weeks. We'll need time to look at potential cost, how easy or difficult those changes so we can get at least one iteration done in a week and finalize in about six weeks.

Goal is to open in fall 2023.

Community member: Is the name of the building fixed? Are you open to other names that talk to a broader array of functions like Justice Center. I like this better than police-court.

Blair: Current name is a working name. City managers don't pick colors or name buildings! Council will do this.

Eric Stahl: Our committee was given the charge to apply a race equity lens to the structure. We've wrestled with what this means. What will this building look like in 10-20 years? Two questions: Does our charge resonate with you in any way? Is there room for flexibility other than space for the emergency management center?

Matthew Coates: Help me understand race equity lens. Artwork came to my mind and that is low-hanging fruit. I came to this meeting with an open mind, hoping to learn more. I've never been invited to have a conversation like this for any building I've designed. This is an opportunity for me observe, listen, and help.

Regarding flexibility, we've taken it to the furthest degree. Big open work spaces can transition to anything over time. Electrical drops and lighting are flexible, movable. Changing rooms are not gender-specific—grab your stuff, grab a locker. The one bathroom on the main floor is single use.

Judge Sara McCulloch: This building was designed to last for 50 years. It can be this now and it can be this later. This building provides so much more space than anything we have now. We did a programming survey before the plans were drawn. This building was a compromise to fit into the budget from city council.

We would love to hear from you about the way it's been designed. One focus is meeting ADA accommodations. Elderly, aging and people who use wheelchairs more frequently use our facility.

One goal for the race equity lens is to make sure we are not putting out unintended consequences that will affect a group of people negatively. Bring your great minds and creative thinking to make sure we are not messing it up. We hope you will look at this and come up with ideas or identify what we're doing wrong. Why are they doing this this way?

Community member: I was wondering about the glass walls in the conference spaces and respect for people's privacy and dignity. Some people seek privacy, some don't have a preference, some people won't ask. What about blinds for those rooms so people have a choice?

Matthew: We could do that.

Community member: I'm curious about the 28 desks for police. How we use space matters. I'd like to see less policing in the future. Are we stuck with 28 desks for all these years?

Blair: Space for evidence an absolute. Designing for the size of the agency at the moment is bad. Our city hall is 20 years old. We are crafting new offices because we have more people – the building is now obsolete. We don't know 20 years down the road what we'll look like. In my lifetime, we didn't think there would be space needed for body-worn cameras. Now we need space to load and charge those cameras. There's a sweet spot for flexibility for what we don't know in the future.

Judge McCulloch: The original design was 17,000 sq. foot to accommodate the future. We've downsized a lot of things. In the planning process, it was taken into consideration that things will change. There are specialized things you have to have (taking people's guns, gun storage, processing intoxicated people), laws imposed by legislature that come into play and you want to do it right.

Peggi Erickson: Right now we have one community navigator, How would we plan for her and the work she does in this building?

Chief Clark: She has a private work space and access to the interview rooms. Our community health navigator started in Poulsbo as a shared resource. She is now full-time, replacing one officer position. The navigator is a conduit to connect people to state, county, and local mental health, housing, food resources and can make recommendations to these resources. She's also had victim advocacy training. Victim advocacy used to be only available in Port Orchard— not great for Bainbridge. She also works with the schools, seniors, and Bainbridge Youth Services.

Judge McCulloch: She is a great resource of support for families and understands how the process works on many levels. She does a lot of work that doesn't touch the court—lots of community service.

Chief Clark: Many referrals come from officers and also independently. If she doesn't have the answers, she knows who does. She is 9-5 and not a mental health clinician.

Blair: A growing trend is to have a mental health clinician on-call for immediate response or located within the police department. Slightly different from a navigator.

Community members: We'd like to see more of this!

Judge McCulloch: About seventy-five percent of cases are being solved with pre-trial diversion agreements. People get treatment—lots of social work at this level of court—then come back to see me. For offenders one to three times through the justice system, they are given opportunities to seek services, improve things. Many interventions that people wouldn't seek for themselves help change their lives.

Jing Fong: I'm not an interiors specialist, however, if REAC said there are some things that we'd like people to feel (safe, welcome, respected) or not to feel (trauma, fear) or identified some barriers, is there an interiors person on your team who could translate?

For example, I know there's a psychology of color, lighting, materials, how you enter a room. I know what things can do but I don't know the vehicle. We'd describe the scenario or landscape or desired outcome. How might you treat or remedy this?

Renni Bispham: Who is in charge of that? Do we talk to them directly?

Chris: We can help guide you. We can have thoughts about scenarios or spaces you have in mind. We can help figure that out and provide solutions.

Matthew: We (Coates Design) provided the interiors as it exists currently.

Jing: Next step. What's the best way for REAC to communicate to you?

Blair: Best way to communicate would be for people to send their comments and ideas, especially while they're fresh, to REAC, then a single point of contact for REAC would get back to the city.

Chris: The more specific your recommendation, the better we can respond so we don't rely on our interpretation.

Community member: This is a large building with lots of square footage. Do we have to add the stairwell?

Chris: We asked ourselves the same question. Do we really need this? Yes, because it is a police entrance to the building that needs to be separate from the public and the courts.

Matthew: For this two-story building, without the stairwell, it would be like going outside to get into the kitchen.

We did extensive research for this building. We examined demographics, incident reports (20 years forward), other facilities, needs from police chief. The original was a much bigger building than this. Extensive compromises were made to fit this program into this building. If you haven't seen the existing facilities, you need to see what people deal with today. You have to walk through a bathroom to get to a meeting room at the courthouse. Domestic violence victims have to have conversations in a public lobby. This is a huge step forward.

Savanna Rovelstad, Chair Date



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



VISION

The Bainbridge Island Race Equity Advisory Committee 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.

LANDSCAPE

The Race Equity Advisory Committee is in its second year after its **formation** as the Race Equity Task Force. Its purpose is to provide advice and counsel to the City Council on matters of identifying programmatic, community and legislative options and to seek suggestions on how the City can help Bainbridge Island to be an open and welcoming community for all. This means it must be a credible and trusted messenger, especially to historically marginalized communities and individuals on the island.

STRATEGIES, TACTICS, AND ACTIVITIES

Work plans call for flexibility. Strategies will remain constant while tactics and activities will be responsive and vigorous. REAC will revisit and revise tactics and activities for each calendar year.

Strategy One: Community

Accelerate and expand community-wide awareness of race equity on Bainbridge Island through outreach and action, while cultivating a community of collaboration and belonging.

Tactic 1: Listen to BIPOC community leaders and organizations to understand their experiences, what they want, and what they deserve when it comes to race and race equity.

Activity 1a.

What: Conduct individual or small group listening sessions with both existing BIPOC and race equity partnerships and with those whom REAC does not have relationships to understand:

- 1) attitudes and experiences about race on Bainbridge Island 2) needs and desires from the city and police department to make Bainbridge Island a more equitable place to live; and 3) expectations for REAC—what they would like us to do and accomplish, how we may support them and their race equity goals.

Who: Strategic Planning and Events & Outreach

When: May – August

Budget: \$0

Tactic 2: Deepen our existing community relationships and partnerships. This includes co-hosting events and engaging in mutual support of race equity goals, practices, and policies.

Activity 2a.

What: Collaborate with COBI on cultural events and commemorations, such as Juneteenth and Pride Month. Activities may include event planning and co-hosting, and proclamations. NOTE: There should be agreement on the number of and which specific days/months to recognize and collaborate on—there are too many possibilities.

Who: Events and outreach

When: 2022

Budget: **\$3000 (\$1500 per event, based on one event per quarter).**

Tactic 3: Create public-facing race equity campaigns, events, trainings, or initiatives that increase engagement with and connection to the community or to specific group(s).

Activity 3a.

What: Host a booth at the Bainbridge Farmer's Market

Who: Events & Outreach

When: Every second Saturday

Budget: \$150 for buttons, stickers, printing of materials.*

*These materials can be used at other events

Activity 3b:

What: Host race equity workshops (possibly with community partners). Topics may include bystander training, environmental justice, social justice in the classroom.

Who: Events & Outreach, GARE & Training

When: October-November 2022, January 2023.

Budget: **\$2400 (\$1200 - 3 workshops @ \$400 per workshop, plus \$1200 for travel, speaker fees, and related expenses)**

Activity 3c. Future, depending on what we hear from listening sessions.

What: Community forum on race and race equity. A gathering of citizen stakeholders and decision-makers.

Who: Events & Outreach, Law & Policy, Strategic Planning,

When: September or October 2022

Budget: **\$4,000 for facilitator, speakers, facility, supplies, food/drink**

TOTAL BUDGET: \$9,550

Strategy Two: City and City Council

Bolster the city's development and adoption of policies, programs, and processes that enable all people to have equal access and opportunity.

Tactic 1: Foster collaborative relationships and establish clear and regular communications with city council members, REAC liaisons, city manager, city executive staff, city department directors, appropriate citizen advisory committees, and staff and city consultants so that there is a shared understanding of diversity, equity, and inclusion and so we may achieve our race equity goals.

Activity 1a

What: Conduct individual listening “get to know” sessions with city council members, executive staff leadership, department directors, and Chief Clark.

Who: Strategic Planning, Law & Policy

When: May-July

Budget: \$0

Activity 1b

What: Summary of REAC activities and findings

Who: Events & Outreach, Strategic Planning

When: quarterly or semi-annually published on website or city manager’s report

Budget: \$0

Activity 1c

What: Provide advice and recommendations to city manager, department directors, city council, and Chief Clark on a race equity lens in their deliberations. (ongoing)

When: Ongoing

Who: Strategic Planning, Law & Policy

Budget: \$0

Tactic 2: Consult and collaborate with prospective or hired race equity professionals or trainers who may engage with City personnel, including city manager, city council, and staff.

Activity 2a

What: Provide **baseline** race equity training recommendation for city council members.

When: May

Who: GARE and Training

Budget: \$0

Status: DONE

Tactic 3: Develop a process to provide advice and respond to requests from city committees and outside organizations regarding race equity and a racial equity lens as it applies to existing and new laws, policies, processes, and practices that enable equal access and opportunity.

Activity 3a

What: Create guest form for requests to meet with or make presentations to REAC at its regular meetings. Post on the web for easy access and submission.

When: January

Who: Law & Policy
Budget: \$0
Status: DONE

Activity 3b

What: Invite department directors to engage with REAC about their programs, projects and policies (current or projected).

Who: Strategic Planning

When: June

Budget: \$0

Tactic 4: Work with the city to develop and adopt a COBI race equity plan, including a race equity tool kit to help Council, City Manager, executive leadership, department directors, staff, and advisory committees utilize a race equity lens in all of their work.

Activity 4a

What: Write recommendation to City Council for creation and adoption of a city race equity plan and tool kit.

Who: Strategic planning

When: April

Budget: \$0

Status: Done (waiting to be put on council agenda)

Activity 4b

What: Research race equity plans and tool kits created by credible sources and adopted by other cities and municipalities, especially cities of similar size and demographics.

Who: Strategic Planning, Law & Policy, GARE and Training

When: Summer

Budget: \$0

NOTE: If Council approves REAC's recommendation to create a race equity plan and tool kit, this will likely require hiring a consultant.

Tactic 5: Be aware of city laws and policies that may adversely impact race equity.

Activity 5a

What: Research current city laws and policies, including police practices and statistics, related to race equity.

Who: Law and Policy

When: Summer and ongoing

Budget: \$0

TOTAL BUDGET: \$0

Strategy Three: REAC

Elevate REAC as a race equity advocate and knowledgeable resource.

Tactic 1: Develop REAC membership criteria that ensures candidates have sound knowledge of race equity concepts and a demonstrated commitment to equity, inclusion, and diversity.

Activity 1a

What: Review current application and supportive materials. Revise to remove barriers and emphasize desired criteria.

Who: Law & Policy

When: November-December

Budget: \$0

Tactic 2: Encourage and welcome qualified REAC candidates, especially island residents from traditionally marginalized communities.

Activity 2a

What: Review current citizen advisory committee ads and postings. Revise language that may pose barriers and expand posting venues and submit to appropriate decision-making party.

Who: Law & Policy

When: November-December

Budget: \$0

Tactic 3: Adopt a thorough onboarding process for REAC members so they are fully aware of REAC's purpose and responsibilities and how to be in compliance with City committee guidelines.

Activity 3a

What: Develop onboarding process for new REAC members

Who: Law & Policy, Strategic Planning (Renni lead)

When: May-June

Budget: \$0

Activity 3b

What: Make GARE training available to new REAC members during their first year of service.

Who: Strategic Planning, GARE and Training

When: July – December

Budget: \$1350 - \$450 per new member

Tactic 4: Pledge to be culturally competent and to develop respectful, meaningful relationships with all cultural groups represented on the Island.

Activity 4a

What: Attend local cultural events and gatherings in-person or Zoom (ongoing).

Activity 4b

What: Support or co-host local cultural event and gatherings when appropriate and feasible (see Strategy One event list, as needed).

Tactic 5: Establish supportive & collaborative relationships with other local, regional, and national race equity organizations. (ongoing)

Activity 5a

What: Joint meetings with Bremerton REAC (every quarter)

Activity 5b

What: Attend GARE trainings, conferences, and Webinars, and consult with GARE for race equity resources. (ongoing)

Tactic 6: Build relationships and collaborate with community organizations committed to equity (e.g., **BI and Kitsap** ERACE, BIMA, BI Senior Center, BISS Multicultural Advisory Council (MAC), and others) for stronger support of race equity on Bainbridge Island and in Kitsap County.

Activity 6a

What: Meet or collaborate with at least one community organization leader every other month (ongoing).

TOTAL BUDGET: \$1350

GRAND TOTAL BUDGET REQUEST: \$10,900